DOCUMENT RESUME

ED 162 120 CE 018 348

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INSTITUTION	Oregon State Univ., Corvallis. Inst. for Manpower Studies.
SPONS AGENCY	Employment and Training Administration (DOL), Washington, D.C. Office of Technical and Special Services.
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DESCRIPTORS	Abstracts; *Annotated Bibliographies; *Book Catalogs; Demonstration Projects; *Employment; Indexes (Locaters); Information Processing; Information Retrieval; *Information Systems; *Training; *Vocational Education
IDENTIFIERS	*Employment Tng Automated Info Retrieval Systems

ABSTRACT

As part of the Employment and Training Automated Information Retrieval Systems (ETAIRS), which was developed as a demonstration project for the Employment and Training Administration (ETA) of the U.S. Department of Labor, this set (CE 018 346-349) provides a book catalog of employment and training-related materials located in the libraries of the ETA Resource Clearinghouse and demonstration site regional centers in Denver, San Francisco, and New York. From searches conducted on the data files of the National Technical Information Service (NTIS), the Educational Resources Information Center (ERIC), and the Abstracts in Instructional Materials/Abstracts in Research Materials (AIM/ARM), bibliographic citations for 5,600 documents were identified as relevant, including all materials sponsored by ETA (formerly the Manpower Administration). The set is divided into two major sections: a title listing, which is organized alphabetically in three volumes (A-F in CE 018 347, F-P in CE 018 348, and P-Z in CE 018 349), and an index volume (CE 018 346), which contains separate author and subject indexes. The complete citations appear in the title listing and include an identification number, title, publication date, author, journal citation, publisher, sponsoring agency, contract number, subject terms, abstract, availability, and cost. The author index gives both document titles and identification numbers while the subject index lists only the citation numbers. (The information in this catalog is also available for computer searching and will be updated periodically by ETAIRS.) (ELG)

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ETA RESOURCE CLEARINGHOUSE
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ED162120

A Bibliography of Employment and Training Literature

VOLUME 2

May 1978

Office of Technical & Special Services
Office of Field Operations
Employment & Training Administration
U.S. Department of Labor

Institute for Manpower Studies
Oregon State University

U.S. DEPARTMENT OF HEALTH
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION
[illegible]

CE 018 348

A
BIBLIOGRAPHY OF
EMPLOYMENT AND TRAINING
LITERATURE

Prepared by
Institute for Manpower Studies
Oregon State University
May 1978

This work was done under agreement number 31-41-74-10 for the Employment and Training Administration, U.S. Department of Labor. All responsibility for the content of this document in terms of procedures and organizational format accrue to the director and staff of the project and may, or may not, reflect Employment and Training Administration positions.

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Institute for
Manpower Studies
Oregon State University
Corvallis, Oregon 97331 (503) 754-2434

PREFACE

The Employment and Training Automated Information Retrieval Systems (ETAIRS) is an information storage and retrieval system developed as a demonstration project for the Office of Technical and Special Services, Employment and Training Administration, USDL. The demonstration project focuses on information and data bases relevant to the ETA Resource Clearinghouse in the National Office and to the resource centers being developed in the demonstration site regional offices in Denver, San Francisco, and New York. The data bases relevant to ETAIRS are library collections in the relevant resource centers or clearinghouse and to a collection of employment and training related literature identified in commercial data bases.

Under the terms of this grant, Oregon State University was committed to:

- establish computer-based information files for each of the resource center collections in the demonstration site regional offices and for the National Office Clearinghouse
- devise a system whereby those collections could be "searched" by remote computer terminal
- train relevant ETA personnel in the use of this automated system
- develop a thesaurus which would permit resource center personnel or research project managers to describe newly development materials in common language
- provide book catalogs of each collection and a "union" collection of materials in the combined set of four sites; these catalogs would be organized by author, title, and subject and would provide a low priced and portable medium for sharing the information content about the separate collections with local users
- provide a book catalog of employment and training related materials identified through searches of commercial data bases.

This document responds to the last objective. It represents the results of systematically searching the data files of the National Technical Information Service (NTIS), the Educational Information Resource Center (ERIC), the abstracts in Instructional Materials/Abstracts in Research Materials (AIM), and the Management systems. The search strategy was devised so as to maximize the coverage of materials relevant to the employment and training field and to ensure the coverage of all materials sponsored by the Employment and Training Administration (previously Manpower Administration) USDL. The collection of citations contained herein complements a collection of citations previously gathered; the full collections contained on Oregon State University computer file. The file is searchable through the ETAIRS system. This particular component of the overall system is designed so that it can be updated periodically for purposes of ensuring a searchable collection of employment and training related materials and for purposes of updating the bibliography.

The ETAIRS system reflects the commitment made to ETA under the terms of the funding grant. It also reflects the creative and the tedious work efforts of, primarily, three people. I would like to extend my thanks to Bob Baker, Kristina Brooks, and Greg Struxness who have labored long and hard to reach this point in system development. This team has never varied in their commitment to develop a system useable by, and useful for, the practitioners in the employment and training field. Virginia Trabert has done yoeman's work typing, retyping, inputting and providing a needed element of balance during this whole task. I would also like to thank the many people in the National and Regional Office of ETA who have provided systematic and thoughtful cooperation in this system development. This project is not completed. However, ETAIRS is operational, although the data bases are still to be expanded. I think that ETA will find this a very useable and adaptable information system.

Gary W. Sorenson, Director
Institute for Manpower Studies
June 1, 1978

INSTRUCTIONS FOR DOCUMENT USE

Organization and Content

This set of reference documents has two major sections. They are:

1) Title Listing: This section contains bibliographic citations for 5600 documents which have been identified as relevant to the field of employment and training. It is organized alphabetically by document title. Volume 1 contains citations for documents with titles A through F. Volume 2 contains citations for documents with titles F through P. And Volume 3 citations for documents with titles P through Z.

2) Index: The index has two parts. They are:

   A) Subject Index

   This portion of the index provides an alphabetic listing of subject terms. Each entry contains a subject term and the citation number of each citation which has been assigned that subject term. The user may refer to the complete citation in the Title Listing by means of the citation number.

   B) Author Index

   This portion of the index is arranged alphabetically by author's last name and/or by corporate author. Each entry contains the author's name, the title of the document, and the number of the citation in the Title Listing.

Locating Documents in the Respective Indexes

The Title Listing and the Author and Subject Indexes each identify a particular document by a unique citation number. This number is provided at the left margin of each entry. An illustration of the use of the citation number is provided below.

In the Title Listing:

284 METHODS OF ASSESSING THE DISADVANTAGED IN MANPOWER PROGRAMS.
A REVIEW AND ANALYSIS. 1973
BACKER, THOMAS E.; HUMAN INTERACTION RESEARCH INSTITUTE
U.S. DOL/ETA 92-06-72-07
DISADVANTAGED, INTAKE/ASSESSMENT, COUNSELING AND TESTING
THIS REPORT REVIEWS SOME RECENTLY DEVELOPED ASSESSMENT TECHNIQUES.

In the Subject Index:

INTAKE/ASSESSMENT
125, 284, 453

In the Author Index:

BACKER, THOMAS E.
284 METHODS OF ASSESSING THE DISADVANTAGED IN MANPOWER PROGRAMS:
A REVIEW AND ANALYSIS

HUMAN INTERACTION RESEARCH INSTITUTE
284 METHODS OF ASSESSING THE DISADVANTAGED IN MANPOWER PROGRAMS:
A REVIEW AND ANALYSIS

Sample Citations

1 2 3

㊴ PUTTING IT ALL TOGETHER IN SUFFOLK COUNTY APR 76

4 BAKER, B. KIMBALL

WORKLIFE;1;4;2-6 6

10 PILOT PROJECTS, MANPOWER DEVELOPMENT, COUNTY PROGRAMS, INTERAGENCY COOPERATION, JOB PLACEMENT, COMMUNITY AGENCIES (PUBLIC), STATE AGENCIES, FEDERAL PROGRAMS, INTERAGENCY COORDINATION, JOB TRAINING, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA, NEW YORK STATE EMPLOYMENT SERVICES, DEPARTMENT OF LABOR, WORK INCENTIVE PROGRAM

12 THE SUFFOLK COUNTY COORDINATED MANPOWER PROGRAM IN NEW YORK IS A PILOT PROJECT WHOSE PURPOSE IS TO ELIMINATE DUPLICATION IN EMPLOYER CONTACTS AND SERVICES DELIVERED. AGENCIES AT THE FEDERAL, STATE, AND LOCAL LEVELS WORK TOGETHER FOR A COMMON GOAL. DEFINITIVE RESULTS AWAIT DATA ANALYSIS, BUT DEVELOPMENTS ARE ENCOURAGING. (AUTHOR/AJ)

13 ERIC: EJ137390

49 VOUCHERED SKILL TRAINING IN WIN PROGRAM GUIDELINES AND SELECTED EMPIRICAL FINDINGS. FEB 77

RICHARDSON, ANN

5 BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C.

8 EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.

9 CONTRACT NO. DL-51-11-73-02

11 NOTES: 125P.: NOT AVAILABLE IN HARD COPY DUE TO SMALL PRINT OF ORGININAL

ADMINISTRATIVE AGENCIES, AGENCY ROLE, EDUCATION VOUCHERS, EMPLOYERS, FEDERAL PROGRAMS, JOB TAINING, ON THE JOB TRAINING, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, VOCATIONAL EDUCATION, VOCATIONAL SCHOOLS, WELFARE AGENCIES, WELFARE RECIPIENTS, UNITED STATES, WORK INCENTIVE PROGRAM

THE VOUCHER TRAINING PROGRAM FOR WORK INCENTIVE PROGRAM (WIN) CLIENTS DESCRIBED WITHIN THIS INTERIM REPORT IS A SYSTEM FOR PROVIDING OCCUPATIONAL TRAINING TO CLIENTS THROUGH ENTITLEMENTS RATHER THAN DIRECT SERVICE (CLIENT AND TRAINER ARE IN A DIRECT RELATIONSHIP FACILITATED BY THE AGENCY). THE BASIC PROGRAM OBJECTIVE, DISCUSSED IN THE INTRODUCTION, IS TO MAXIMIZE THE EXTENT TO WHICH CLIENTS MAKE OCCUPATIONAL DECISIONS, SELECTING THE TYPE OF TRAINING WHICH THEY FEEL IS MOST SUITABLE (IN A VOCATIONAL SCHOOL OR ON THE JOB) AND NEGOTIATING FOR TRAINING WITHOUT INTERCESSION BY WIN BUT WITHIN THE CONTEXT OF EXISTING STATUTES AND PROGRAM GUIDELINES. PART I DESCRIBES THE PROCEDURES IN ADMINISTERING THE VOUCHER PROGRAM AND THE ROLE OF THE WIN STAFF AND INCLUDES (1) THE PROGRAM DESIGN, (2) THE VOUCHER PROCESS, (3) SPECIAL COUNSELING AND INFORMATION SYSTEM, AND (4) STAFF QUALIFICATION AND TRAINING. PART II DEALS WITH ADMINISTRATIVE CONSIDERATIONS BEARING ON THE FEASIBILITY OF THE VOUCHERING SYSTEM AND CONTAINS SELECTED EMPIRICAL FINDINGS FROM PROGRAM FIELD TESTS CONDUCTED BETWEEN 1974 AND 1976 IN PORTLAND, OREGON.

Data Elements Used

Complete citations, which appear in the Title Listing, contain 13 data elements. Only those elements applicable to a particular citation will appear in that citation. Elements which extend beyond one line are indented 2 spaces in each additional line.

The facing page displays 2 different illustrations of citations. These citations provide examples of each of the data elements included in the Title Listing:

1. Citation Number: An identification number which has been arbitrarily and sequentially assigned to each document included in this bibliography.
2. Title
3. Publication Date
4. Personal Author(s) or Editor(s)
5. Corporate Author: The name of organization or institution which prepared the document.
6. Journal Citation: This field will _only_ appear for journal articles. It includes the complete citation by which journal articles may be identified and located.
7. Publisher
8. Sponsoring Agency: The agency responsible for initiating or funding the preparation of the document.
9. Contract Number
10. Keywords: Subject terms which characterize the substantive contents of the document.
11. Notes: Descriptive notes which provide additional information about the document.
12. Abstract: Informative condensation of the document content.
13. Availability and Cost: Indicates if the document is available, the source, the document number, and the price.

Ordering Information

The price "data element" described on page III will identify the document supplier, such as AIM/ARM, ERIC, or NTIS, and will indicate whether it is possible to order the document from the supplier. Those documents listed as "DOCUMENT NOT AVAILABLE" may often be obtained directly from the originating institution, the sponsoring agency or the personal author.

AIM/ARM: Most state Vocational Education Research Offices have AIM/ARM VT-ERIC microfiche sets and will duplicate copies of individual documents upon request. VT-ERIC microfiche sets may be purchased from:

Educational Document Reproduction Service
Box 190
Arlington, VA 22210

1. order by "ED" Accession Number (ED numbers for VT sets may be located in issues of Abstracts of Instructional & Research Materials in Vocational & Technical Education).
2. enclose check or money order PAYABLE TO EDRS.
3. official institutions, state and federal agencies may use purchase orders.

Individual microfiche or paper copies are not available from EDRS. These must be obtained directly from the originating institution or sponsoring agency.

ERIC: Most large libraries have ERIC microfiche collections. Individual documents may be located by their "ED" accession numbers. "EJ" accession numbers indicate journal articles and, consequently, are not available in a microfiche collection and must be obtained directly from the journal. "ED" documents are available from:

Educational Document Reproduction Service
Box 190
Arlington, VA 22210

1. order by "ED" Accession Number.
2. specify microfiche (MF) or paper copy (HC)
3. enclose check or money order PAYABLE TO EDRS.
4. official institutions, state and federal agencies may use purchase orders

NTIS: Most NTIS documents are available from:

National Technical Information Service
Springfield, VA 22161

1. order by accession number
2. specify microfiche (MF) or paper copy (HC)
3. enclose check or money order PAYABLE TO NTIS (deposit accounts may be established with NTIS, consult issues of Government Reports Announcements & Index for details).

Title Listing

1854 FORECASTING STAGE 2 OF THE FAMILY LIFE CYCLE 1975
BOMBALL, M.R.; FRIMEAUX, W.J.; PURSELL, D.E.
THE JOURNAL OF BUSINESS, VOL.48, NO.1, JAN 1975, P. 65-73.
CONSUMER BEHAVIOR, ECONOMICS, FORECASTING, MODELING, QUANTITATIVE METHODS, SALES FORECAST, UNEMPLOYMENT
AN EQUATION FORECASTING THE NUMBER OF MARRIAGES SUGGESTS THAT THE FORECAST IS INFLUENCED BY DEMOGRAPHIC AND ECONOMIC FACTORS. NEGATIVE IMPACT OF COLLEGE EDUCATION, BIRTH CONTROL PILLS, AND ANTIESTABLISHMENT MOVEMENTS NEEDS TO BE CAREFULLY EXAMINED TO DETERMINE PERMANENT CHANGES.
MGMT: JBU75A0065

1855 FORECASTING THE IMPACT OF TECHNOLOGICAL CHANGE ON MANPOWER UTILIZATION AND DISPLACEMENT AN ANALYTIC SUMMARY MAR 74
FECHTER, ALAN
URBAN INST., WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.
GRANT NO. NSF-DA-39439
NOTES: FINAL REPT. 47P
MANPOWER UTILIZATION, TECHNOLOGICAL CHANGE, NTISUIDC, NTISNSFRDA
THE REPORT ASSESSES THE EXISTING CAPABILITY TO FORECAST SHIFTS IN EMPLOYMENT OPPORTUNITIES CAUSED BY THE DIFFUSION OF NEW TECHNOLOGIES. GENERAL MODELS OF MANPOWER FORECASTING ARE ANALYZED, FOCUSING ON THE ROLE TECHNOLOGY PLAYS IN THESE MODELS, AND ASSESSING THE ADAPTABILITY ON THE SUPPLY SIDE OF THE LABOR MARKETS. FORECASTING MODELS ARE ALSO EVALUATED ON THE ACCURACY OF THEIR PREDICTIONS COMPARED TO ACTUAL EXPERIENCE. MODELS ARE CONSIDERED ON THE BASIS OF THEIR POTENTIAL VALUE IN POLICY FORMATION. THE REPORT LISTS FIVE SOURCES OF ERROR INACCURATE FORECASTS OF FUTURE INNOVATIONS, A THEORY OF PRODUCTION WHICH AGGREGATES SKILLS, INADEQUATE SKILL MEASURES, INABILITY TO IDENTIFY WHICH CHANGES IN SKILL MIX AND LABOR-PRODUCTIVITY ARE DUE TO TECHNOLOGICAL CHANGE, AND UNREASONABLE ASSUMPTIONS IN THE FORECASTING MODELS.
NTIS: PB-234 628/6 NTIS PRICES PC$3.25/MF$2.25

1856 FORECASTING THE IMPACT OF TECHNOLOGICAL CHANGE ON MANPOWER UTILIZATION AND DISPLACEMENT AN ANNOTATED BIBLIOGRAPHY MAY 74
JAMES, VALERIE;BARRY, PATRICIA
URBAN INST., WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.
GRANT NO. NSF-DA-39439
NOTES: FINAL REPT. 115P
MANPOWER UTILIZATION, TECHNOLOGICAL CHANGE, BIBLIOGRAPHIES, NTISUIDC, ANNOTATED BIBLIOGRAPHIES, NTISNSFRDA
AN ANNOTATED BIBLIOGRAPHY ACCOMPANIES A PREVIOUS VOLUME SUMMARIZING THE PRESENT STATE-OF-THE-ART IN MANPOWER FORECASTING UNDER TECHNOLOGICAL CHANGE. PART 1 CONSISTS OF ANNOTATIONS OF SELECTED WORKS KEY-WORDED, ABSTRACTED, AND ARRANGED IN ALPHABETICAL ORDER. THE MAJORITY OF THESE ARE CONCERNED WITH FORECASTING MANPOWER REQUIREMENTS AND SUPPLY. PART 2 CONTAINS THE COMPLETE BIBLIOGRAPHY, ARRANGED IN ALPHABETICAL ORDER.
NTIS: PB-234 629/4 NTIS PRICES PC$4.50/MF$2.25

1857 FORECASTING THE RETENTION OF NAVY PILOTS 9 JUN 77
ZACKS, S.
GEORGE WASHINGTON UNIV WASHINGTON D C PROGRAM IN LOGISTICS
CONTRACT NO. N00014-75-C-0729
AVAILABILITY MICROFICHE COPIES ONLY.
NOTES: 34P
PERSONNEL RETENTION, PILOTS, MANPOWER, NTISDODXA
THIS PAPER DEVELOPS A METHODOLOGY FOR FORECASTING THE SIZE OF SPECIFIC OFFICER GROUPS (PILOTS) THAT WILL STAY IN SERVICE DURING SPECIFIED FUTURE EPOCHS (SIX MONTHS, TWELVE MONTHS, ETC.). THE STATISTICAL PROCEDURE IS THAT OF DETERMINING CONFIDENCE INTERVALS TO THE UNKNOWN RETENTION PROBABILITIES, BASED ON THE OBSERVED RETENTION RATES, AND APPLYING THESE CONFIDENCE INTERVALS TO OBTAIN TOLERANCE (PREDICTION) INTERVALS FOR THE YET UNOBSERVED VALUES OF THE GROUPS SIZE. THE METHODOLOGY DEVELOPED IS APPLIED ON ACTUAL NAVY DATA OF PILOTS RETENTION, ACCORDING TO THEIR SOURCE CODE AND DATE OF COMPLETING THE MINIMUM SERVICE REQUIREMENT. FORTRAN PROGRAMS ARE GIVEN FOR COMPUTER INSTALLMENT OF THE PROCEDURE.
NTIS: AD-A042 287/3ST NTIS PRICES MF A01

1858 FOREIGN LANGUAGE ALTERNATIVE PROGRAMS - A PLEA FOR POSITIVE MODIFICATION IN FOREIGN LANGUAGE PROGRAMS. APR 75
MATKOVICK, EDWARD
PACIFIC NORTHWEST CONFERENCE ON FOREIGN LANGUAGES, PORTLAND, OREG.
NOTES: 8P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE PACIFIC NORTHWEST COUNCIL ON FOREIGN LANGUAGES (26TH, SIMON FRASER UNIVERSITY, APRIL 17-19, 1975)
ACADEMIC EDUCATION, COLLEGE LANGUAGE PROGRAMS, COMMUNITY COLLEGES, COURSE CONTENT, INDIVIDUALIZED INSTRUCTION, INSTRUCTIONAL MATERIALS, JOB SKILLS, JUNIOR COLLEGES, LANGUAGE INSTRUCTION, LANGUAGES FOR SPECIAL PURPOSES, LANGUAGE SKILLS, LISTENING COMPREHENSION, PROGRAM DESCRIPTIONS, READING SKILLS, SECOND LANGUAGE LEARNING, SPEECH COMMUNICATION, TEACHING METHODS, VOCATIONAL EDUCATION, WRITING SKILLS, WASHINGTON (BELLEVUE)
THIS PAPER DESCRIBES THE FOREIGN LANGUAGE ALTERNATIVE PROGRAM (FLAP) OF BELLEVUE COMMUNITY COLLEGE, IN WASHINGTON STATE. THE PROGRAM IS DESIGNED TO PROVIDE STUDENTS WITH ALTERNATIVE CHOICES BEST FITTED TO THEIR INDIVIDUAL NEEDS, AND IS THUS INDIVIDUALIZED AND EQUIPPED TO DEAL WITH BOTH ACADEMIC AND VOCATIONAL PROGRAMS. THE FIRST YEAR OF A

(CONT.)

1858 GIVEN LANGUAGE COURSE WOULD BE DESIGNED FOR STUDENTS WHO HAD HAD A VARYING AMOUNT OF FOREIGN LANGUAGE TRAINING FOLLOWED BY SEVERAL YEARS OF NO EXPERIENCE, AND WOULD FOCUS ON LISTENING COMPREHENSION, READING, WRITING, AND SPEAKING. THE EMPHASIS ON THE FOUR SKILLS COULD VARY ACCORDING TO THE STUDENT. THE SECOND YEAR OFFERS A CHOICE BETWEEN ACADEMIC AND VOCATIONAL CONTENT, THE BASIC OBJECTIVE BEING A COMPLETE REVIEW OF GRAMMAR IN THREE PHASES WITH EMPHASIS ON IMPROVEMENT OF LISTENING AND READING SKILLS. THE PAPER INCLUDES CAREER SUGGESTIONS FOR EITHER AN ACADEMIC OR A VOCATIONAL PROGRAM, AND INDICATES HOW THE LANGUAGE COURSE MIGHT VARY TO FIT EACH CAREER CHOICE. THE SERIES OF FRENCH COURSES IS FULLY DESCRIBED, INCLUDING THE CURRICULUM FOLLOWED, THE MATERIALS USED, AND EVALUATION PROCEDURES. IN ALL COURSES IT IS INTENDED THAT THE STUDENT PROCEED AT HIS OWN PACE, WITH NO MINIMUM OR MAXIMUM WORK REQUIRED IN A GIVEN TIME PERIOD. (CLK)
ERIC: ED138052 NOT AVAILABLE SEPARATELY: SEE FL 007 842

1859 FOREIGNERS IN OUR COMMUNITY A NEW EUROPEAN PROBLEM TO BE SOLVED. APR 72
VAN HOUTE, HANS, ED.;MELGERT, WILLY, ED.
NOTES: 202P.
CIVIL RIGHTS, CULTURAL FACTORS, ECONOMIC FACTORS, EDUCATIONAL PROBLEMS, EMPLOYMENT OPPORTUNITIES, FOREIGN NATIONALS, INTERGROUP RELATIONS, MIGRANT EMPLOYMENT, MIGRANT PROBLEMS, MINORITY GROUPS, RACIAL DISCRIMINATION, SOCIAL PROBLEMS, FEDERAL REPUBLIC OF GERMANY, NETHERLANDS, UNITED KINGDOM
IN 1969, THE UNITED NATIONS GENERAL ASSEMBLY PROCLAIMED 1971 INTERNATIONAL YEAR FOR ACTION TO COMBAT RACISM AND RACIAL DISCRIMINATION. A CONGRESS WAS ORGANIZED TO FOCUS ON RACIAL DISCRIMINATION IN EMPLOYMENT OPPORTUNITIES. THE CONGRESS, HELD IN AMSTERDAM IN AUGUST 1971, LOOKED AT THE SITUATION IN THREE COUNTRIES (THE FEDERAL REPUBLIC OF GERMANY, THE NETHERLANDS, AND THE UNITED KINGDOM), WHERE RAPIDLY DEVELOPING SOCIETIES NOW INCLUDE MANY CULTURAL AND ETHNIC MINORITIES, WHICH INCREASINGLY OFTEN ARE THE VICTIMS OF DISCRIMINATION. THE CONGRESS CONCENTRATED ON THE PROBLEMS OF THE FOREIGNER IN THOSE COMMUNITIES, DEFINING THE FOREIGNER AS ONE WHOSE DIFFERENT COLOR OR SOCIAL PATTERN MAKES HIM DIFFERENT FROM THE SOCIETY HE LIVES IN. THE FIRST CHAPTER OF THE BOOK GIVES THE ECONOMIC BACKGROUND TO THE PHENOMENA OF MIGRANT LABOR. THE SECOND CHAPTER SURVEYS ASPECTS OF DISCRIMINATION IN THE THREE COUNTRIES CONCERNED. THE CONSEQUENCES OF BRITISH MEMBERSHIP OF THE EUROPEAN ECONOMIC COMMUNITY FOR THE FREE MOVEMENT OF WORKERS IN THE COMMUNITY IS DISCUSSED IN THE THIRD CHAPTER. THE FOURTH CHAPTER SURVEYS THE CONDITIONS AFFECTING THE FOREIGNER IN HIS SOCIAL LIFE AND WORK, VOCATIONAL TRAINING, EDUCATION AND COMMUNITY DEVELOPMENT, AND HIS POLITICAL RIGHTS. CHAPTER 5 CONTAINS THE RESOLUTIONS OF THE CONGRESS. (AUTHOR/JM)
ERIC: ED106429 KEESING PUBLISHERS, AMSTERDAM, NETHERLANDS ($10.75, PAPER)

1860 FORESTER (PROFESS. AND KIN.) 0-35.07--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CONSERVATION EDUCATION, CUTTING SCORES, ENVIRONMENTAL EDUCATION, EVALUATION CRITERIA, FORESTRY, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SOIL CONSERVATION, TECHNOLOGY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065567

1861 THE FORGOTTEN OFFENDERS JAN 71
HOVEY, MARCIA
MANPOWER:3:1:38-41
ADJUSTMENT (TO ENVIRONMENT), CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, CRIMINALS, EDUCATIONAL NEEDS, EMPLOYMENT PROGRAMS, FEMALES, INDIVIDUAL CHARACTERISTICS, RECIDIVISM
THIS SPECIAL ISSUE OF MANPOWER IS ENTITLED MAKING PRISON TRAINING WORK. (BH)
ERIC: EJ032489

1862 FORK-LIFT-TRUCK OPERATOR (ANY IND.) 922.883--DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MOTOR VEHICLES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, FORK LIFT TRUCK OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB),

(CONT.)
1862 FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED061335

1863 FORMAL OCCUPATIONAL TRAINING OF ADULT WORKERS: ITS EXTENT, NATURE, AND USE. MANPOWER/AUTOMATION RESEARCH MONOGRAPH NO. 2.   DEC 64
BEDELL, MARY:BOWLBY, ROGER
OFFICE OF MANPOWER, AUTOMATION, AND TRAINING (DOL), WASHINGTON, D.C.
NOTES: 51P.
ADULT CHARACTERISTICS, ADULTS, COLLEGE STUDENTS, DROPOUTS, LABOR FORCE, NATIONAL SURVEYS, QUESTIONNAIRES, TABLES (DATA), TRAINING, VOCATIONAL EDUCATION
WORKERS BETWEEN THE AGES OF 22 AND 64 WHO HAD COMPLETED LESS THAN 3 YEARS OF COLLEGE ACCOUNTED FOR 52.1 MILLION OF THE 60.8 MILLION ADULTS IN THE CIVILIAN LABOR FORCE IN 1963. A REPRESENTATIVE SAMPLE OF THIS GROUP WAS SURVEYED TO DETERMINE THE EXTENT OF THEIR EDUCATION AND WHETHER THEY HAD PARTICIPATED IN ANY FORMAL OCCUPATIONAL TRAINING PROGRAMS IN HIGH SCHOOL, JUNIOR COLLEGES, TECHNICAL INSTITUTES, SPECIAL SCHOOLS, CORRESPONDENCE SCHOOLS, COMPANY TRAINING SCHOOLS, APPRENTICESHIP, OR THE ARMED FORCES. THEY WERE ALSO ASKED TO DESIGNATE THE OCCUPATIONS OR FIELDS IN WHICH THEY HAD RECEIVED TRAINING, HOW MUCH TRAINING THEY HAD TAKEN, AND WHETHER THEY HAD COMPLETED IT. FINALLY, THE WORKERS IN THE SAMPLE GROUP WERE QUESTIONED CONCERNING THEIR USE OF TRAINING IN EMPLOYMENT AND OTHER WAYS OF LEARNING JOBS. THIS REPORT SUMMARIZES THE SURVEY FINDINGS, ANALYZES THE DATA, EXAMINES THE IMPLICATIONS OF THE FINDINGS, AND MAKES SUGGESTIONS FOR FURTHER RESEARCH. CHARTS AND TABLES SUPPLEMENT THE NARRATIVE, AND THE QUESTIONNAIRE IS APPENDED. (CH)
ERIC: ED038493

1864 FORMER NYC ENROLLEE QUESTIONNAIRE (POST-NYC GROUPS).   JUL 71
FREEBERG, NORMAN E.:REILLY, RICHARD R.
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 13P.
ATTITUDE TESTS, EMPLOYEE ATTITUDES, EMPLOYMENT OPPORTUNITIES, JOB SATISFACTION, JOB TRAINING, QUESTIONNAIRES, RATING SCALES, TASK PERFORMANCE, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT, NEIGHBORHOOD YOUTH CORPS
THIS GROUP ADMINISTERED QUESTIONNAIRE WAS USED TO GATHER DATA ON WORK ATTITUDES OF FORMER NYC ENROLLEES WHO HAD BEEN OUT OF THE PROGRAM FOR A PERIOD OF 4 MONTHS TO APPROXIMATELY 1 1/2 YEARS. SEE ALSO TM 000 865. (CK)
ERIC: ED056069   NOT AVAILABLE SEPARATELY: SEE TM 000 865

1865 FORMING-PRESS OPERATOR 6-88.627 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY.   SEP 53
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, FORMING PRESS OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060094

1866 FORT APACHE RESERVATION MANPOWER RESOURCES: INDIAN MANPOWER RESOURCES IN THE SOUTHWEST. A PILOT STUDY.   69
TAYLOR, BENJAMIN J.:OCONNOR, DENNIS J.
ARIZONA STATE UNIV., TEMPE. COLL. OF BUSINESS ADMINISTRATION. ARIZONA STATE EMPLOYMENT SERVICE, PHOENIX.: MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. EMPLOYMENT SERVICE.

(CONT.)
1856 NOTES: 43P.
AMERICAN INDIANS, CULTURAL ISOLATION, ECONOMIC CLIMATE, EDUCATIONAL BACKGROUND, EMPLOYMENT EXPERIENCE, FAMILY CHARACTERISTICS, LABOR FORCE, MANPOWER UTILIZATION, RURAL POPULATION, APACHES, ARIZONA
FORT APACHE INDIANS LIVE IN RELATIVE GEOGRAPHIC AND CULTURAL ISOLATION. THE APACHES ARE YOUNGER THAN THE GENERAL POPULATION, HAVE A LOWER RATE OF OVERALL LABOR-FORCE PARTICIPATION, AND TYPICALLY WORK FOR THE FEDERAL GOVERNMENT OR IN TRIBAL ENTERPRISES. A MEDIAN FAMILY WITH 5 CHILDREN SUBSISTS ON A MEDIAN ANNUAL FAMILY INCOME OF LESS THAN $1,000. NEARLY 60(OF WORKING-AGE APACHES RECEIVE ASSISTANCE PAYMENTS FROM VARIOUS PUBLIC AND PRIVATE AGENCIES. A LACK OF TRANSPORTATION PLUS THE RELATIVELY LOW MEDIAN EDUCATIONAL ATTAINMENT SEEMS TO INDICATE THAT FORT APACHES WILL NOT BE ABLE TO COMPETE EQUALLY IN AN UNCOVERED LABOR MARKET FOR SOME YEARS. A COORDINATED EFFORT TO PROVIDE QUALITY EDUCATION, INCLUDING SKILLS TRAINING, IS NECESSARY TO BRING ABOUT INCREASED LABOR-FORCE PARTICIPATION. (JH)
ERIC: ED043444

1857 FORUM FOR ACTION   SEP 72
AUN, EMIL MICHAEL
MANPOWER;4;9:23-28
BUSINESS SKILLS, CREDIT (FINANCE), DISADVANTAGED GROUPS, EDUCATIONAL OPPORTUNITIES, LANGUAGE SKILLS, MANPOWER DEVELOPMENT, PUERTO RICANS, SECOND LANGUAGE LEARNING, SPANISH SPEAKING
PUERTO RICAN BUSINESS AND PROFESSIONAL PEOPLE CONTRIBUTE TIME AND SKILLS TO ORGANIZING A VARIETY OF BUSINESS, MANPOWER, EDUCATION, TRAINING, AND COMMUNITY PROGRAMS TO HELP PUERTO RICAN AND OTHER SPANISH-SPEAKING DISADVANTAGED GROUPS, BEGINNING WITH JOB-RELATED LANGUAGE TRAINING. (MF)
ERIC: EJ067956

1858 FOSTERING MINORITY ENTERPRISE IN CONSTRUCTION. FINAL REPORT.   APR 75
GLOVER, ROBERT W.
TEXAS UNIV., AUSTIN. CENTER FOR THE STUDY OF HUMAN RESOURCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 246P.; THE FOLLOWING ITEMS WILL NOT REPRODUCE IN MICROFICHE: TABLES 2, 4, 5, 9, AND 10 IN MAIN TEXT; TABLES A1-A28 AND A39-A53 IN APPENDIX A; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT
ADMINISTRATIVE PROBLEMS, BUILDING TRADES, BUSINESS ADMINISTRATION, BUSINESS SKILLS, CONSTRUCTION INDUSTRY, CONSTRUCTION MANAGEMENT, EMPLOYERS, ETHNIC GROUPS, FINANCIAL SUPPORT, IMPROVEMENT, INDUSTRIAL TRAINING, INTERVIEWS, MINORITY GROUPS, NEGRO BUSINESSES, STATISTICAL ANALYSIS, TECHNICAL ASSISTANCE
AN EMPIRICAL STUDY OF MINORITY BUSINESS ENTERPRISE IN CONSTRUCTION. THE PAPER IS BASED ON INTERVIEWS WITH 340 GENERAL AND SPECIALTY CONTRACTORS (OUT OF 1,275 IDENTIFIED MINORITY CONTRACTORS) IN ATLANTA, HOUSTON, CHICAGO, AND SAN FRANCISCO-OAKLAND, AS WELL AS 300 OTHER INDIVIDUALS INCLUDING CIVIL RIGHTS OFFICIALS, AND OTHER KNOWLEDGEABLE INDIVIDUALS. THE STUDY INCLUDES CONSIDERATION OF THE CHARACTERISTICS OF EXISTING CONTRACTORS AND THEIR FIRMS, THE ASPIRATIONS OF THE CONTRACTORS, AN ANALYSIS OF THE PROBLEMS THEY FACE IN UPGRADING THEIR BUSINESSES, AND AN EXAMINATION OF ALTERNATIVE APPROACHES TO IMPROVING AND EXPANDING MINORITY BUSINESS ENTERPRISE IN CONSTRUCTION. AMONG THE STRATEGIES REVIEWED ARE DEMAND STIMULATION THROUGH IDENTIFYING MINORITY FIRMS IN PUBLISHED LISTS AND REDIRECTING PUBLIC AND PRIVATE PROCUREMENT TOWARD MINORITY FIRMS AND SUPPLY DEVELOPMENT THROUGH BONDING AND FINANCIAL ASSISTANCE, TECHNICAL AND MANAGERIAL ASSISTANCE, AND LABOR TRAINING. ALSO DISCUSSED ARE THE POTENTIAL AND PITFALLS OF THE MINORITY CONTRACTOR ASSOCIATION AND JOINT VENTURES BETWEEN MINORITY AND NONMINORITY CONTRACTORS. THE GENERAL CONCLUSION IS REACHED THAT SOME MINORITY CONTRACTORS HAVE SIGNIFICANT POTENTIAL FOR ADVANCEMENT WHICH COULD BE REALIZED WITH THE PROPER ASSISTANCE. SPECIFIC CONCLUSIONS AND RECOMMENDATIONS CONCERNING THE EFFORTS TO OFFER THIS ASSISTANCE ARE STATED. THE CONCLUDING SECTION LISTS INTERVIEW SUBJECTS AND BIBLIOGRAPHIC SOURCES. (AUTHOR/MS)
ERIC: ED114632   NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (NO PRICE GIVEN)

1859 FOUNDRY. TRADE AND INDUSTRIAL EDUCATION TRADE PREPARATORY TRAINING GUIDE.   73
NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION.
NOTES: 25P.; FOR RELATED DOCUMENTS SEE CE 007 553-569. APPENDIX A, APPLICATION FOR EMPLOYMENT, MAY NOT REPRODUCE WELL BECAUSE OF SMALL TYPE
BEHAVIORAL OBJECTIVES, CURRICULUM, CURRICULUM DESIGN, CURRICULUM GUIDES, JOB SKILLS, METAL WORKING OCCUPATIONS, OCCUPATIONAL INFORMATION, SECONDARY EDUCATION, STATE CURRICULUM GUIDES, TASK PERFORMANCE, TRADE AND INDUSTRIAL EDUCATION, FOUNDRY, NEBRASKA
ONE OF A SERIES OF CURRICULUM GUIDES PREPARED FOR THE METALS OCCUPATIONS CLUSTER OF THE CONSTRUCTION/FABRICATION OCCUPATIONAL GROUP, THIS GUIDE IDENTIFIES THE ESSENTIALS OF THE FOUNDRY TRADE AS RECOMMENDED BY THE SUCCESSFUL FOUNDRY OPERATOR. AN INSTRUCTIONAL PROGRAM BASED UPON THE IMPLEMENTATION OF THE GUIDE IS EXPECTED TO PREPARE A STUDENT TO ADEQUATELY PERFORM ENTRY LEVEL TASKS REQUIRED OF A FOUNDRY WORKER OR TO ENTER A POST-SECONDARY TECHNICAL OR APPRENTICESHIP PROGRAM IN A FOUNDRY WHERE ADDITIONAL DEPTH CAN BE REALIZED. TRADE TASKS OR INFORMATION ARE LISTED IN CHART FORM UNDER THE HEADINGS OF SAFETY, BLUEPRINT READING AND PLANNING, CASTING TOOLS AND EQUIPMENT, PROCESSES, OPERATIONS AND JOBS, AND GENERAL COMPETENCIES. SPACE IS PROVIDED ON THE CHARTS TO RECORD FOR EACH ITEM THE DATE COMPLETED, TEACHING METHODS USED, AND TEACHING MATERIALS USED. ALSO INCLUDED ARE A LIST OF TEACHER RESPONSIBILITIES, GUIDANCE INFORMATION AND SOURCES

(CONT.)

1869 OF OCCUPATIONAL INFORMATION, RECOMMENDED TESTS AND REFERENCES, AND A CHART DEPICTING THE TOTAL CONSTRUCTION/FABRICATION OCCUPATIONAL CURRICULUM. A TYPICAL APPLICATION FOR EMPLOYMENT AND A SAMPLE TRADE AND INDUSTRIAL EDUCATION INJURY REPORT ARE APPENDED. (HD)
ERIC: ED128561

1870 FOUNTAIN SALESGIRL 2-27.61--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SALES WORKERS, TEST RELIABILITY, TEST VALIDITY, FOUNTAIN SALESGIRLS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066473

1871 FOUR CORNERS REGIONAL PROJECT FOR VOCATIONAL EDUCATION IN ARIZONA. FINAL REPORT. AUG 71
NIGHTWINE, W. H.
ARIZONA STATE DEPT. OF EDUCATION, PHOENIX. DIV. OF VOCATIONAL EDUCATION. FOUR CORNERS REGIONAL COMMISSION, FARMINGTON, N. MEX.
NOTES: 12P.
COMPUTER ASSISTED INSTRUCTION, ECONOMICALLY DISADVANTAGED, ECONOMIC DEVELOPMENT, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM PLANNING, UNEMPLOYED, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS, ARIZONA, FOUR CORNERS REGIONAL PROJECT
CONCEIVED IN DECEMBER, 1970, THIS PROJECT DIRECTED ITS EFFORTS TOWARD AIDING IN THE ALLEVIATION OF UNEMPLOYMENT PROBLEMS FACED BY THE HARDCORE DISADVANTAGED POPULATION OF ARIZONAS NORTHERN AND CENTRAL COUNTIES. AN AREA WITH A HIGH OUT-OF-SCHOOL POPULATION LACKING IN JOB SKILLS, THIS PORTION OF ARIZONA WAS ALSO WITHOUT INDUSTRIES. AS A MEANS OF EXPANDING JOB SKILL TRAINING OPPORTUNITIES, MANPOWER SURVEYS WERE CONDUCTED AND STEPS TAKEN TO ORGANIZE ACTIVITIES TO ASSIST INTERESTED GROUPS WITH PLANNING EFFORTS AS WELL AS TO DEVELOP A COMPUTER-ASSISTED INSTRUCTIONAL SYSTEM. ACCOMPLISHMENTS OF THE PROJECT INCLUDE (1) THE ESTABLISHMENT OF TRAINING PROGRAMS IN TWO CURRICULUM CLUSTERS IN MOHAVE COUNTY AS WELL AS THE BUDGETING OF OPERATIONAL FUNDS FOR A SKILL CENTER, (2) DOCUMENTATION OF THE FACT THAT LITTLE INTEREST IN SKILL TRAINING CENTERS EXISTS IN COCONINO COUNTY, (3) FUNDING OF A PROPOSAL TO FIELD TEST A COMPUTER ASSISTED INSTRUCTIONAL SYSTEM, (4) COMPLETION OF STATEMENTS OF TERMINAL BEHAVIOR FOR MDTA TRAINING CLUSTERS, AND (5) COMPLETION OF PERFORMANCE OBJECTIVES IN BASIC EDUCATION FOR MDTA TRAINING CLUSTERS AS WELL AS CURRICULUM LADDER STRUCTURES FOR THE THREE CURRICULUMS. (SN)
ERIC: ED076835 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (COM-73-10214, MF $.95, HC $3.00)

1872 FOUR DAYS, FORTY HOURS: A CASE STUDY 1974
GANNON, M.J.
CALIFORNIA MANAGEMENT REVIEW, VOL.17, NO.2, WINTER 1974, P. 74-81. BIBLIOG. 21
BEHAVIORAL SCIENCE, FLEXIBLE SCHEDULE, FOUR DAY WORK WEEK, FRINGE BENEFITS, JOB ENRICHMENT, JOB SATISFACTION, MANAGEMENT, MORALE, PRODUCTIVITY
EXAMINES CRITICALLY THE SUCCESS OF THE FORTY HOUR-FOUR DAY WORKWEEK AND ITS IMPACT ON MORALE, PRODUCTIVITY AND FATIGUE.
MGMT: CMR74M0074

1873 FOUR FACTORS INFLUENCING CONVERSION TO A FOUR-DAY WORK WEEK 1977
HARTMAN, R.I.: WEAVER, K.M.
HUMAN RESOURCE MANAGEMENT, VOL.16, NO.1, SPRING 1977, P. 24-27.
ABSENTEEISM, FLEXIBLE SCHEDULE, JOB SATISFACTION, MANAGEMENT, PRODUCTIVITY, TURNOVER
RESULTS OF A STUDY OF MANAGEMENT ATTITUDES TOWARD FACTORS CONTRIBUTING TOWARD SUCCESS OF A FOUR-DAY WORKWEEK INDICATE: 1) POSITIVE IMPACT ON PRODUCTIVITY 2) INCREASED JOB SATISFACTION 3) POSSIBLE IMPACT ON THE RATE OF ABSENTEEISM 4) NO SIGNIFICANT IMPACT ON TURNOVER RATE.
MGMT: HRM77N0024

1874 THE FOUR-DAY WEEK AND THE OLDER WORKERS DEC 74
BALCH, B. W.
PERSONNEL JOURNAL:53:12:894-6
PERSONNEL POLICY, OLDER ADULTS, WORKING HOURS, EMPLOYEE ATTITUDES, JOB SATISFACTION,

(CONT.)
1874 WORK ENVIRONMENT, VOCATIONAL ADJUSTMENT
ERIC: EJ107090

1875 FOURDRINIER-MACHINE TENDER (PAPER + PULP, WALLBOARD) 539.782: BACK TENDER, PAPER MACHINE (PAPER + PULP) 534.782--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JAN 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 18P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, MANUFACTURING INDUSTRY, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, FOLRDRINIER MACHINE TENDER, GATB, GENERAL APTITUDE TEST BATTERY, PAPER MACHINE BACK TENDER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068559

1876 THE FOURTH STRIKE: HIRING AND TRAINING THE DISADVANTAGED. 70
DRENNAN, WILLIAM D., ED.
AMERICAN MANAGEMENT ASSOCIATION, NEW YORK, N.Y.
NOTES: 155P.
CULTURALLY DISADVANTAGED, EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT POTENTIAL, EMPLOYMENT PROGRAMS, EMPLOYMENT QUALIFICATIONS, GHETTOS, INTERAGENCY COOPERATION, MANPOWER DEVELOPMENT, SOCIOECONOMIC INFLUENCES
THESE NINE ARTICLES ANALYZE SOME OF THE PRACTICAL PROBLEMS INVOLVED IN PROGRAMS TO HIRE AND TRAIN THE HARD-CORE UNEMPLOYED. THE ARTICLES DESCRIBE SOCIOECONOMIC FACTORS, MANAGEMENT ATTITUDES, AND SEVERAL SPECIFIC EXPERIENCES, IN ADDITION TO PROVIDING GUIDELINES FOR ESTABLISHING PROGRAMS. THE VALUE OF INTERAGENCY COOPERATION, ESPECIALLY TO SMALL FIRMS FOR WHOM THE CONSORTIUM IS THE ONLY FEASIBLE APPROACH, IS EMPHASIZED. (BH)
ERIC: ED044508 AMERICAN MANAGEMENT ASSOCIATION, 135 WEST 50 STREET, NEW YORK, NEW YORK 10020 ($5.00)

1877 FREE ENTERPRISE AND FULL EMPLOYMENT 1976
HUMPHREY, H.H.
ADHERENT, VOL.3, NO.2, AUG 1976, P. 24-28.
ECONOMICS, EMPLOYMENT, FEDERAL GOVERNMENT, FULL EMPLOYMENT, GOVERNMENT SPENDING, INFLATION, LEGISLATION, POVERTY, PRIVATE ENTERPRISE, PUBLIC ADMINISTRATION, UNEMPLOYMENT
THE FULL EMPLOYMENT AND BALANCED GROWTH ACT 1976 IS A FLEXIBLE SOLUTION TO THE PROBLEM OF REDUCING UNEMPLOYMENT IN THE PRIVATE SECTOR WHILE MAINTAINING REASONABLE PRICE STABILITY. THE FREE ENTERPRISE SYSTEM ALONE CANNOT PROVIDE JOBS FOR ALL AMERICANS WITHOUT DETERMINED ASSISTANCE FROM THE GOVERNMENT.
MGMT: ADH76H0024

1878 FREEDOM ON THE INSTALLMENT PLAN AUG 70
HOOD, ERNIE
MANPOWER:2:8:19-22
CORRECTIONAL REHABILITATION, EMPLOYMENT OPPORTUNITIES, PRISONERS, PROBATIONARY PERIOD, STATE PROGRAMS, WORK EXPERIENCE PROGRAMS, WORK RELEASE PROGRAMS
ALTHOUGH PARTICIPANTS ARE CONVICTS STILL SERVING TIME, THEY HOLD REGULAR JOBS IN THE COMMUNITY. HOWEVER, UNLIKE PAROLED FELONS, THEY MUST SPEND THEIR NIGHTS IN A WORK RELEASE COMMUNITY CENTER. (BH)
ERIC: EJ024896

1879 A FRIGHTENING JOB LOSS IN A CITY BUILT ON FEAR 1976
KING, R.
BUSINESS WEEK, NO.2420, FEB 23, 1976, P. 18R-T.
ASSETS, CITIES, CONSTRUCTION INDUSTRY, CORPORATE BEHAVIOR, ECONOMICS, HOTEL AND MOTEL INDUSTRY, INDUSTRY ANALYSIS, INSURANCE, LAYOFF, MARKETING, RETAIL INDUSTRY, UNDERWRITING, UNEMPLOYMENT
THE INSURANCE INDUSTRY IN HARTFORD, CONN. HAS SUFFERED SUCH LOSSES EMPLOYMENT DECLINED BY 1,500 JOBS DURING 1975, AN EVEN TIGHTER YEAR IS EXPECTED AND A BUILDING BOOM IN 1973 LEAVES A HUGE CIVIC CENTER COMPLEX. A NEWLY OPENED SHOPPING MALL IS DOING WELL AND CONVENTION BUSINESS IS PICKING UP.
MGMT: BWE76B2318

1880 FROM COLLEGE GIRL TO WORKING WOMAN. 70
COWAN, SUSAN
NOTES: 215P.
ACCOUNTING, BUSINESS, CAREER LADDERS, COLLEGE GRADUATES, COMMUNITY ACTION, COMMUNITY SERVICES, EMPLOYMENT INTERVIEWS, FINANCE OCCUPATIONS, INSURANCE OCCUPATIONS, INTERIOR DESIGN, INTERPRETERS, JOB MARKET, JOBS, PERSONNEL DIRECTORS, REAL ESTATE OCCUPATIONS, RETAILING, SALES OCCUPATIONS, SECRETARIES, TOURISM, TRANSPORTATION, WORKING WOMEN, WRITING
WRITTEN FOR THE WOMAN JUST GRADUATED FROM COLLEGE WHO WANTS A BIG-CITY JOB, THE BOOK PROVIDES COVERAGE OF THE JOB SCENE FROM NEW YORK TO SAN FRANCISCO AND OFFERS METHODS AND SUGGESTIONS ON HOW TO CREATE AN EXCITING NEW CAREER. TIPS ON WHERE TO LOOK FOR JOBS, THE RESUME, AND THE JOB INTERVIEW ARE SOME OF THE INTRODUCTORY TOPICS, FOLLOWED BY A DISCUSSION OF 29 COLLEGE MAJORS AND THEIR JOB POSSIBILITIES. ONE CHAPTER COVERS SECRETARIAL JOBS (LOWLEVEL CLERICAL JOBS, OFFICE MANAGER, GIRL FRIDAY, EXECUTIVE, BILINGUAL, MEDICAL, LEGAL, TECHNICAL, AND SOCIAL SECRETARIES). OTHER POSSIBILITIES ARE THOSE IN THE BUSINESS FIELD (ACCOUNTING, BANKING, FINANCE, INSURANCE, MARKET RESEARCH, AND PERSONNEL ADMINISTRATION), ANC IN BUYING AND SELLING (RETAILING, INSURANCE AGENT/BROKER, REAL ESTATE, AND GARMENT MANUFACTURING SHOWROOM GIRL). ANOTHER CHAPTER COVERS GLAMOR JOBS SUCH AS AIRLINE JOBS, FASHION, INTERIOR DESIGNER, INTERPRETER AND TRANSLATOR, AND TRAVEL AGENT. CAREERS IN THE WORD BUSINESS (NEWSPAPER REPORTER, BOOK PUBLISHING, MAGAZINES, ADVERTISING, PUBLIC RELATIONS, AND TECHNICAL WRITER) ARE OTHER BIG BUSINESS AVENUES FOR THE PROSPECTIVE EMPLOYEE. A MISCELLANEOUS CHAPTER COVERS A REPERTOIRE OF JOBS AVAILABLE TO ALMOST ALL MAJORS. THE CONCLUDING CHAPTER PROMOTES THE LURE AND OPPORTUNITIES OF MONEY, CULTURE, MEN, AND LIVING IN THE BIG CITY. (EA)
ERIC: ED091532 MACMILLAN PUBLISHING CO., INC., 866 THIRD AVENUE, NEW YORK, NEW YORK 10022 ($1.50)

1881 FROM CONVICT TO CITIZEN PROGRAMS FOR THE WOMAN OFFENDER. JUN 74
MCARTHUR, VIRGINIA A.
DISTRICT OF COLUMBIA COMMISSION ON THE STATUS OF WOMEN, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 45P.
COMMUNITY PROGRAMS, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, CRIMINALS, CRIMINOLOGY, FEMALES, PRISONERS, PROGRAMS, REHABILITATION PROGRAMS
WOMEN OFFENDERS HAVE NEEDS THAT CAN BE MET THROUGH CONCERTED ACTION BY INDIVIDUALS OR COMMUNITY GROUPS. TO FAMILIARIZE COMMUNITY GROUPS WITH THE PROBLEMS OF WOMEN OFFENDERS AND TO DESCRIBE SOME PROGRAMS TO ASSIST THEM, THE BOOKLET BEGINS WITH A BRIEF DESCRIPTION OF THE CRIMINAL JUSTICE PROCESS AND DESCRIBES THE PLACE OF WOMEN OFFENDERS IN THIS PROCESS. INNOVATIVE AND TRANSITIONAL PROGRAMS TO HELP OFFENDERS AT THE FOUR STAGES OF THE CRIMINAL JUSTICE PROCESS ARE DESCRIBED. AMONG THESE ARE PRETRIAL PROGRAMS, PROGRAMS FOR WOMEN IN JAIL OR PRISON, TRANSITIONAL PROGRAMS TO EASE THE REINTEGRATION OF WOMEN OFFENDERS INTO THE COMMUNITY, AND COMMUNITY PROGRAMS TO HELP THEM ACHIEVE FULL CITIZENSHIP ON THEIR RETURN. RECOMMENDATIONS ARE PROVIDED FOR GROUPS THAT WISH TO HELP WOMEN OFFENDERS, FOLLOWED BY INFORMATION ON WHERE FINANCIAL AND OTHER ASSISTANCE CAN BE OBTAINED. ALSO INCLUDED ARE A NINE-ITEM BIBLIOGRAPHY, A LIST OF LAW ENFORCEMENT ASSISTANCE ADMINISTRATION REGIONAL OFFICES, A MANPOWER ADMINISTRATION REGIONAL OFFICE LIST, AND A LIST OF REHABILITATION PROGRAMS. (AUTHOR/BP)
ERIC: ED096430 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

1882 FROM GENERATION TO GENERATION THE TRANSMISSION OF OCCUPATION JUN 77
SPENNER, KENNETH I.
WISCONSIN UNIV.-MADISON, DEPT. OF RURAL SOCIOLOGY.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C.
GRANT NO. DL-91-55-76-45
NOTES: FINAL REPT. 494P
PARENT CHILD RELATIONS, CAREER DEVELOPMENT, OCCUPATIONAL CHOICE, NTISLABPEU, NTISLABETA
THIS STUDY INVESTIGATES THE TRANSMISSION OF COMPONENTS OF OCCUPATIONAL ROLES FROM PARENTS TO OFFSPRING. THE UNITS OF TRANSMISSION ARE OCCUPATION-SPECIFIC INDICATORS FOR ROLE REQUIREMENTS, ROUTINES (CONTENT OF WORK) AND REWARDS. WEIGHTED ESTIMATES FOR 1960 AND 1970 CENSUS OCCUPATIONS ARE USED TO EXAMINE THE STRUCTURE AND DIMENSIONALITY OF TRANSMISSION (MULTIPLE DATASETS, NATIONAL AND LOCAL SAMPLES, LONGITUDINAL AND CROSS-SECTIONAL DESIGNS, WITH PRELIMINARY INVESTIGATION OF RACE, SEX AND BIRTH COHORT DIFFERENCES). FOR MALES, UNDER ORTHOGONAL ESTIMATION CONSTRAINTS, (CANONICAL CORRELATION ANALYSIS AND STRUCTURAL EQUATION MODELS) TRANSMISSION OCCURS ALONG TWO DIMENSIONS A PRIMARY GENERAL DIMENSION ENCOMPASSING ROLE REQUIREMENTS, ROUTINES AND REWARDS, AND A SECONDARY COMPLEXITY OF WORK DIMENSION (COMPOSED LARGELY OF ROLE ROUTINES). SIGNIFICANT VARIATIONS IN THIS GENERAL PATTERN ARE FOUND TO OCCUR BY SEX, BIRTH COHORT, AND FOR FARM AND NONFARM SECTORS OF THE LABOR FORCE. NONORTHOGONAL SPECIFICATIONS ARE ATTEMPTED BUT UNSUCCESSFULLY: A SOCIAL PSYCHOLOGICAL MODEL IS PRESENTED UNDER ORTHOGONAL CONSTRAINTS.
NTIS: PB-274 323/5ST NTIS PRICES PC A21/MF A01

1883 FROM HERE TO 1985 1977
LINDEN, F.
ACROSS THE BOARD, VOL.14, NO.6, JUNE 1977, P. 21-25.
CONSUMER SPENDING, ECONOMIC FORECAST, ECONOMICS, EDUCATION, GROWTH, INCOME, INCOME DISTRIBUTION, LABOR FORCE, POPULATION
AS A RESULT OF THE PASSING OF THE DISLOCATION CAUSED BY THE BABY BOOM OF THE 1950S, FEWER INDIVIDUALS WILL BE ENTERING THE LABOR MARKET, THUS CAUSING A SLOWDOWN IN ECONOMIC GROWTH IN THE U.S. LONG TERM TRENDS ARE HOPEFUL, HOWEVER, BECAUSE THE INCREASE IN

(CONT.)
1883 EDUCATION AND DISTRIBUTION OF INCOME MEANS THAT THE UPPER 40 PERCENT OF THE POPULATION WILL HAVE MORE MONEY TO SPEND ON LUXURY ITEMS.
MGMT: CBR77F0021

1884 FROM HOSPITAL TO COMMUNITY A SELF-HELP PROGRAM TO PROMOTE THE TRANSITION. MAR 71
KUTNER, BERNARD:AND OTHERS
YESHIVA UNIV., BRONX, N.Y. ALBERT EINSTEIN COLL. OF MEDICINE.
NOTES: 122P.
COMMUNITY RELATIONS, DEMONSTRATION PROJECTS, MANPOWER UTILIZATION, PHYSICALLY HANDICAPPED, PROGRAM DESCRIPTIONS, SELF HELP PROGRAMS, VOCATIONAL REHABILITATION, MOBILIZATION FOR MATURITY PROJECT
VOCATIONAL PLACEMENT, SOCIAL NEEDS, AND THE LACK OF PROPER TRANSPORTATION FOR DISABLED PERSONS ARE MAJOR PROBLEMS TO BE SOLVED IF PHYSICALLY HANDICAPPED PEOPLE ARE TO FUNCTION IN COMMUNITY LIFE. MOBILIZATION FOR MATURITY WAS A 3-YEAR RESEARCH AND DEMONSTRATION PROJECT WHICH UTILIZED A SELF-HELP APPROACH TO HELP DISABLED PEOPLE TO RE-ENTER COMMUNITY LIFE AFTER LONG-TERM HOSPITALIZATION. DURING THE 3-YEAR PROJECT, THE INITIAL MEMBERSHIP WAS STUDIED INTENSIVELY IN BEFORE-AND-AFTER INTERVIEWS SPACED ONE YEAR APART. (AUTHOR)
ERIC: ED075721 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-214 397/2, MF $0.95, HC $3.00)

1885 FROM MIGRANT STREAM TO MAINSTREAM JUL 71
MARSHALL, PATRICIA
MANPOWER;3;7;11-17
DEMONSTRATION PROJECTS, FEDERAL PROGRAMS, INTERAGENCY COOPERATION, MANPOWER DEVELOPMENT, MIGRANT WORKERS, POVERTY PROGRAMS
TEN-STATE PROJECT TESTS NEW ROUTES TO BETTER LIFE FOR ITINERANT WORKERS. (EDITOR)
ERIC: EJ040620

1886 FROM OTTAWA: TRACKING DOWN THE PROBLEM OF INFLATION 1977
WARD, P.
CANADIAN BUSINESS MAGAZINE, VOL.50, NO.2, FEB 1977, P. 6.
CANADA, DEBT, ECONOMIC POLICY, ECONOMICS, GOVERNMENT REGULATION, INFLATION, TAX REFORM, UNEMPLOYMENT
AN INFLATION REPORT RELEASED BY THE ECONOMIC COUNCIL OF CANADA SUGGESTS THAT THOSE INDIVIDUALS WHO WENT DEEPLY IN DEBT, OR SPECULATED DURING THE PAST EIGHT YEARS HAVE GAINED FROM INFLATION. GOVERNMENT, THE NATIONS BIGGEST BORROWER, HAS GAINED THE MOST. AND RISING DOLLAR INCOMES HAVE MEANT BIGGER TAX REVENUES, SINCE EVEN INDEXED TAX RATES LAG INFLATION BY A YEAR.
MGMT: CBM7780006

1887 FROM SCHOOL TO WORK. IMPROVING THE TRANSITION. 76
NATIONAL COMMISSION FOR MANPOWER POLICY, WASHINGTON D.C. CARNEGIE CORP. OF NEW YORK, N.Y.
NOTES: 315P.; SOME PAGES MAY BE MARGINALLY LEGIBLE DUE TO SIZE OF PRINT
APPRENTICESHIPS, BUSINESS RESPONSIBILITY, COMMUNITY INVOLVEMENT, COUNSELOR ROLE, EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, FEMALES, FOREIGN COUNTRIES, HIGH SCHOOL GRADUATES, INFORMATION NEEDS, JOB SKILLS, LABOR MARKET, MANPOWER NEEDS, MINORITY GROUPS, POLICY FORMATION, RURAL YOUTH, UNEMPLOYMENT, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, WORK ENVIRONMENT, YOUTH EMPLOYMENT, UNITED STATES
YOUTH EMPLOYMENT IS THE FOCUS OF THIS COMPILATION OF 11 WORKING PAPERS (BY SELECTED SPECIALISTS) DEVELOPED TO AID THE NATIONAL COMMISSION FOR MANPOWER POLICY (NCMP) IN ITS ONGOING EFFORTS TO DEVELOP A NATIONAL MANPOWER POLICY. AN INTRODUCTORY SECTION COMMENTS ON THE OVERALL NEEDS/CONCLUSIONS REVEALED BY THE POLICY PAPERS. POLICY PAPER TITLES AND AUTHORS ARE YOUTH TRANSITION TO WORK THE PROBLEM AND FEDERAL POLICY SETTING BY PAUL E. BARTON; THE YOUTH LABOR MARKET BY MARCIA FREEDMAN; CORPORATE HIRING PRACTICES BY THE NCMP STAFF; LABOR MARKET EXPERIENCE OF NONCOLLEGE YOUTH A LONGITUDINAL ANALYSIS BY HERBERT S. PARNES AND ANDREW I. KOHEN; THE COMPETENCIES OF YOUTH BY RALPH WINFRED TYLER; EMPLOYMENT AND TRAINING PROGRAMS FOR YOUTH BY ROBERT TAGGART; COMMUNITY EFFORTS TO LINK EDUCATION AND WORK BY DENNIS GALLAGHER; INFORMATIONAL AND COUNSELOR NEEDS IN THE TRANSITION PROCESS BY SEYMOUR L. WOLFBEIN; APPRENTICESHIP A POTENTIAL WEAPON AGAINST MINORITY YOUTH UNEMPLOYMENT BY ERNEST G. GREEN; PROBLEMS OF RURAL YOUTH BY RAY MARSHALL; AND FOREIGN AND AMERICAN EXPERIENCE WITH THE YOUTH TRANSITION BY BEATRICE G. REUBENS. THE APPENDIX OUTLINES ISSUES AND POLICY PERSPECTIVES DRAWN FROM THE POLICY PAPERS. (SH)
ERIC: ED135724 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NUMBER 040-000-00364-9, $3.00)

1888 FROM SCHOOL TO WORK--HIGHLIGHTS FROM A STUDY ON THE EARLY EMPLOYMENT EXPERIENCE OF YOUTH IN SEVEN COMMUNITIES, 1952-57. MAR60
PLUNKETT, MARGARET L.
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 15P.
COMPARATIVE STATISTICS, DROPOUT CHARACTERISTICS, EMPLOYMENT TRENDS, HIGH SCHOOL GRADUATES, JOB MARKET, OUT OF SCHOOL YOUTH, STATISTICAL ANALYSIS, UNEMPLOYMENT, UNSKILLED LABOR, YOUTH EMPLOYMENT, DISTRICT OF COLUMBIA
THE TRENDS INDICATE THAT ABOUT 7.5 MILLION OF THE 26 MILLION YOUNG PEOPLE ENTERING THE LABOR FORCE DURING THE 1960S WILL NOT HAVE COMPLETED HIGH SCHOOL AND THAT 2.5 MILLION

(CONT.)

1888 WILL NOT HAVE COMPLETED EVEN THE EIGHTH GRADE. THE UNEMPLOYMENT RATE OF 16- AND 17-YEAR-OLDS WAS THE HIGHEST AMONG ALL AGE GROUPS AND RANGED FROM 11 TO 24 PERCENT DURING THE 1950S. SIXTY-ONE PERCENT OF THE SCHOOL DROPOUTS WERE OF THIS AGE. ONLY 40 PERCENT OF THE DROPOUTS CONTINUED PAST THE EIGHTH GRADE. OVER 80 PERCENT WERE GRADE-RETARDED BY AT LEAST 1 YEAR, AND 50 PERCENT WERE GRADE-RETARDED BY AT LEAST 2 YEARS. TWENTY PERCENT, HOWEVER, DROPPED OUT IN THE 12TH GRADE WHEN THEY WERE PRESUMABLY WITHIN REACH OF GRADUATION. ABOUT THREE-FOURTHS OF THE GRADUATES AND TWO-THIRDS OF THE DROPOUTS HAD IQS IN THE NORMAL RANGE, BUT 31 PERCENT WERE BELOW NORMAL WHILE 6 PERCENT WERE ABOVE. MAJOR REASONS FOR DROPPING OUT FOR BOTH BOYS AND GIRLS WERE ADVERSE SCHOOL EXPERIENCES AND THE ACCEPTANCE OF A JOB. 27 PERCENT OF THE GIRLS WERE MARRIED. AT THE TIME OF THE STUDIES, 15 PERCENT MORE DROPOUTS WERE MARRIED THAN GRADUATES. ABOUT THREE-FOURTHS OF THE MALES FOUND JOBS QUICKLY. HOWEVER, 10 PERCENT OF THE MALE DROPOUTS AS COMPARED WITH 5 PERCENT OF THE MALE GRADUATES HAD TO JOB HUNT FOR 14 WEEKS OR LONGER. THE MAJORITY OF THE MALES WERE EMPLOYED IN SKILLED, SEMISKILLED, AND UNSKILLED WORK. ALMOST 50 PERCENT OF THE GRADUATES WORKED IN THE SKILLED AND SEMISKILLED FIELDS AS COMPARED WITH 36 PERCENT OF THE DROPOUTS. EIGHTEEN PERCENT OF THE GRADUATES AND 35 PERCENT OF THE DROPOUTS WERE EMPLOYED IN UNSKILLED JOBS. SEVENTY-TWO PERCENT OF THE FEMALE GRADUATES WERE EMPLOYED IN OFFICE WORK, WHILE 37 PERCENT OF THE FEMALE DROPOUTS WORKED IN UNSKILLED JOBS. FEMALES TENDED TO EARN LESS THAN MALES, AND GRADUATES AVERAGED FROM $10 TO $30 MORE PER WEEK. THE AVERAGE UNEMPLOYMENT RATE WAS OVER 20 PERCENT FOR BOY DROPOUTS AS COMPARED WITH ABOUT 6 PERCENT FO

ERIC: ED002066

1889 FROM SCHOOL TO WORK: A PILOT STUDY. AUG 69

NEW YORK STATE EDUCATION DEPT., ALBANY. BUREAU OF GUIDANCE.

NOTES: 25P.

COMMUNITY INVOLVEMENT, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, PILOT PROJECTS, SCHOOL ROLE, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, WORK ENVIRONMENT, YOUTH PROBLEMS

THE PROBLEMS WHICH YOUTH FACE IN THE TRANSITION FROM SCHOOL TO WORK ARE COMPLEX AND CHALLENGING. SUCH PROBLEMS HAVE BEEN CONCEPTUALIZED INTO A MODEL WHICH RELATES SPECIFIC PROBLEMS TO DIMENSIONS OF SELF AND ENVIRONMENT IN THREE DEVELOPMENTAL STAGES (1) PRETRANSITIONAL--THE LIFE PERIOD BEFORE AN INDIVIDUAL IS ACTIVATED TO SEEKING HIS FIRST FULL-TIME JOB, (2) TRANSITIONAL--MARKED BY ACTIVATION TO SEEK FIRST FULL-TIME EMPLOYMENT, OCCURRING DURING GRADE 12 FOR ABOUT ONE-HALF OF HIGH SCHOOL STUDENTS, AND (3) POST-TRANSITIONAL-THE FIRST JOB. USING THIS MODEL, PERCEPTIONS OF THE VOCATIONAL DEVELOPMENT OF NEW YORK YOUTH WERE OBTAINED FROM STAFF MEMBERS IN 40 SCHOOLS, 27 EMPLOYERS, AND 14 NEW WORKERS. SUGGESTIONS FOR PROGRAMS, ACTIVITIES, AND FACILITIES ARE TABULATED BY PROBLEM AREA, AND PUBLIC FACTORS ARE RANKED BY STRENGTH SCORE. THE STRONGEST TRASITIONAL NEEDS WERE IDENTIFIED IN AREAS OF PREPARATORY EDUCATION AND TRAINING, OCCUPATIONAL INFORMATION, SELF-ACTUALIZATION, WORKER ROLE, JOB PLACEMENT, MOBILITY, AND OCCUPATIONAL MOBILITY. THERE WAS NO ATTEMPT TO INVESTIGATE CAUSATIVE FACTORS: HOWEVER, SOME CAUSAL INFERENCES ARE DRAWN. RECOMMENDATIONS ARE INCLUDED. (CH)

ERIC: ED039349

1890 FROM SCHOOL TO WORK: FEDERAL SERVICES TO HELP COMMUNITIES PLAN WITH YOUTH. NOV 67

PINCHES, ROBERT R., AND OTHERS

FEDERAL EXTENSION SERVICE (DOA), WASHINGTON, D.C.

NOTES: 44P.NOVEMBER 1967 REVISION

COMMUNITY PROGRAMS, YOUTH PROBLEMS, FEDERAL AID, FEDERAL PROGRAMS, EMPLOYMENT PROBLEMS, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING

THIS BOOKLET DESCRIBES HOW FEDERAL AGENCIES CAN HELP LOCAL COMMUNITIES MEET THE PROBLEMS OF YOUTH IN THEIR TRANSITION FROM SCHOOL TO WORK. INCLUDED FOR EACH AGENCY ARE (1) KINDS OF HELP OFFERED, (2) WHO TO CONTACT, AND (3) HEADQUARTERS OFFICE (BOTH NATIONAL AND STATE OR REGIONAL). (BH)

AIM/ARM: VT013975 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($0.20: A 1.68 602/3)

1891 FROM STUDENT TO WORKER THE PROCESS AND PRODUCT MAY 76

NATIONAL LEAGUE FOR NURSING, INC., NEW YORK. COUNCIL OF ASSOCIATE DEGREE PROGRAMS.*AMERICAN ASSOCIATION OF COMMUNITY AND JUNIOR COLLEGES, WASHINGTON, D.C.

NOTES: 43P

NURSING, HEALTH MANPOWER EDUCATION, COMMUNITY RELATIONS, HRP/PA, HRP/ZA, HRP/KG, HRP/UBA, HRPGEO/YFL, HRPGEO/YCN, HRPOCC/XZ, SCHOOLS, ADMISSION (SCHOOL), MINORITY GROUPS, NTISHRANHP

PROCESSES INVOLVED IN THE TRANSITION FROM NURSING STUDENT TO WORKER ARE EXAMINED IN FOUR ARTICLES PRESENTED AT A 1976 WORKSHOP SPONSORED BY THE AMERICAN ASSOCIATION OF COMMUNITY AND JUNIOR COLLEGES AND THE NATIONAL LEAGUE FOR NURSING. COMMUNITY INVOLVEMENT IN HEALTH-RELATED PROGRAMS IS DISCUSSED. TRENDS IN THE DEVELOPMENT AND CHANGING ENVIRONMENT OF NURSING EDUCATION AND PRACTICE ARE REVIEWED. ADVISORY COMMITTEES ARE VIEWED AS A FEASIBLE TECHNIQUE FOR INSURING COMMUNITY INVOLVEMENT IN NURSING EDUCATION. IT IS FELT THAT COMMUNITY LEADERS CAN BE OF ASSISTANCE IN FEASIBILITY STUDIES, ORGANIZATION, AND PRODUCT DETERMINATION. A CASE STUDY INVOLVING THE WORK OF AN ADVISORY GROUP IN FLORIDA IS CITED. LEGAL ASPECTS OF THE ADMISSION PROCESS IN SCHOOLS OF NURSING ARE ADDRESSED. THE LEGAL STRUCTURE OF EDUCATIONAL INSTITUTIONS IS DESCRIBED, AND THE GROWING NUMBER OF APPLICANTS TO BOTH PRIVATE AND PUBLIC INSTITUTIONS IS NOTED. PARTICULAR ATTENTION IS GIVEN TO THE CONTROVERSIAL ISSUE OF PREFERENTIAL ADMISSION TREATMENT FOR STUDENTS FROM MINORITY GROUPS. THE NEED FOR FORMULATING METHODS THAT WILL ENCOURAGE STUDENT RETENTION AND, CONSEQUENTLY, REDUCE STUDENT ATTRITION RATES IS STRESSED. FOUR STUDIES ON EDUCATION

(CONT.)
1891 IN THE HEALTH FIELD ARE REPORTED THAT DEAL WITH STUDENT RETENTION. SPECIAL PROGRAMS AT THE MIAMI - DADE COMMUNITY COLLEGE IN FLORIDA TO ENCOURAGE STUDENT RETENTION IN THE NURSING CURRICULUM ARE OUTLINED. FOUR REASONS WHY STUDENTS DO NOT COMPLETE THEIR EDUCATION ARE IDENTIFIED ACADEMIC FAILURE, UNREALISTIC IDEAS ABOUT PROGRAMS, FINANCIAL PROBLEMS, AND EMOTIONAL AND/OR PERSONAL PROBLEMS.
NTIS: HRP-0016437/6ST   NTIS PRICE NOT AVAILABLE NTIS

1892 FROM THE GROUND UP   FEB 73
MANPOWER:5:2:3-8
BUILDING TRADES, HIGH SCHOOL STUDENTS, INDUSTRIAL ARTS, TRADE AND INDUSTRIAL EDUCATION, WORK EXPERIENCE PROGRAMS
SCHOOLS USE A VARIETY OF NEW APPROACHES TO BUILD FUTURE CONSTRUCTION CRAFTSMEN. (EDITOR)
ERIC: EJ076972

1893 FROM TRAINEE TO TRAINER   FEB 74
BURTON, RHONDA
MANPOWER:6:2:30-1
MANPOWER DEVELOPMENT, SUCCESS FACTORS, DISADVANTAGED GROUPS, EMPLOYMENT SERVICES, EMPLOYMENT PROGRAMS, EMPLOYMENT OPPORTUNITIES, TRAINING
AN EXAMPLE IS CITED OF A DISADVANTAGED WORKER HELPED BY THE MANPOWER ADMINISTRATIONS JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS) PROGRAM WHO HAS PROGRESSED FROM TRAINEE AS A GROCERY CLERK TO TRAINING INSTRUCTOR FOR A GROCERY CHAIN AND IS NOW COMPLETING HIS COLLEGE EDUCATION WITH THE GROCERY CHAINS HELP. (SA)
ERIC: EJ097394

1894 FROM UGH TO HOW   JUN 70
RHEA, WENDY
J EMPLOYMENT COUNSELING:7:2:49-52
AMERICAN INDIANS, COMMUNICATION (THOUGHT TRANSFER), COUNSELING EFFECTIVENESS, COUNSELING SERVICES, COUNSELOR ROLE, EMPLOYMENT, EMPLOYMENT SERVICES, JOB PLACEMENT, JOB SATISFACTION, MINORITY GROUPS
FROM PERSONAL EXPERIENCE, AUTHOR STRESSES GREAT NEED TO TREAT INDIANS AND THEIR PROBLEMS WITH INDIVIDUALIZED RESPONSES, RATHER THAN WITH MIDDLE CLASS, IVORY TOWER APPROACHES. (CJ)
ERIC: EJ021330

1895 THE FRONTIER OF ACTION: NEW CAREERS FOR THE POOR. A VIABLE CONCEPT.   69
FALK, R. F.;AND OTHERS
MINNESOTA UNIV., MINNEAPOLIS.
NOTES: 473P.
ACADEMIC ACHIEVEMENT, ADULT DROPOUTS, AGENCIES, BEHAVIOR CHANGE, BIBLIOGRAPHIES, CHANGING ATTITUDES, COST EFFECTIVENESS, DISADVANTAGED GROUPS, HIGHER EDUCATION, HUMAN SERVICES, JOB SATISFACTION, MANPOWER UTILIZATION, MOTIVATION, PERSISTENCE, PROGRAM EVALUATION, SIMULATION, SUBPROFESSIONALS, TASK PERFORMANCE, TRAINING
THIS RESEARCH REPORT IS CONCERNED WITH PARAPROFESSIONAL TRAINING, IN MINNEAPOLIS, MINNESOTA, FOR POVERTY ADULTS. THE FOLLOWING QUESTIONS REPRESENT THE OBJECTIVES AND PURPOSES OF THE RESEARCH EFFORT ENROLLEES MOBILITY ORIENTATIONS, AND HOW THESE ORIENTATIONS HAVE CHANGED; HOW THE ROLE SETS OF ENROLLEES INFLUENCE THEIR EFFECTIVENESS IN SOCIAL SERVICE AGENCIES; THE EXTENT TO WHICH ENROLLEES CHANGE THEIR SELF CONCEPTIONS; JOB INTERESTS AND SATISFACTIONS OF CAREERISTS; THE EFFECT OF HIGHER EDUCATION ON POVERTY ADULTS; AND DIFFERENCES BETWEEN ENROLLEES WHO DROP OUT AND STAY IN THE PROGRAM. APPLIED INTERPRETATIONS AND IMPLICATIONS OF THE RESEARCH ARE PRESENTED IN THIS REPORT. (THE DOCUMENT INCLUDES ONE CHAPTER BIBLIOGRAPHY AND 94 TABLES.) (AUTHOR/LY)
ERIC: ED038616   CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (PB-188-637, MF $0.65, HC $3.00)

1896 FRUIT AND VEGETABLE HARVEST MECHANIZATION: MANPOWER IMPLICATIONS.   69
CARGILL, B.F., ED.;ROSSMILLER, G.E., ED.
MICHIGAN STATE UNIV., EAST LANSING. RURAL MANPOWER CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH
NOTES: 346P.
HARVESTING, AUTOMATION, TECHNOLOGICAL ADVANCEMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL MOBILITY, LABOR MARKET, AGRICULTURAL LABORERS, SOCIAL FACTORS, POLITICAL INFLUENCES, ECONOMIC FACTORS
THIS SECOND REPORT IN A 3-VOLUME STUDY OF TECHNOLOGICAL CHANGE IN FRUIT AND VEGETABLE HARVESTING ASSESSES THE IMPLICATIONS OF MECHANIZATION FOR MANPOWER, THE INDUSTRY, CONSUMERS, AND THE PUBLIC. THE PAPERS IN THIS VOLUME CONSIDER PRESENT AND FUTURE ASPECTS OF MECHANICAL HARVESTING, ECONOMICS OF MECHANIZATION, MANPOWER PROBLEMS, AND SOCIAL AND POLITICAL CONSIDERATIONS. THE SOCIAL ADJUSTMENTS, INSTITUTIONAL CHANGES, AND PROGRAMS REQUIRED TO OFFSET THE EFFECTS OF TECHNOLOGICAL CHANGE ARE DISCUSSED. THE OTHER REPORTS IN THE 3-VOLUME STUDY ARE AVAILABLE AS VT 010 157 (MP 000 943) AND 014 550 (IN THIS ISSUE). (RH)
AIM/ARM: VT014549   BULLETIN OFFICE, MICHIGAN STATE UNIVERSITY, BOX 231, EAST LANSING, MICHIGAN 48823 ($2.50)

1897 FRUIT SORTER (AGRIC.; CAN. + PRESERV.; WHOLE TR.) 9-68.60; CHERRY SORTER 9-68.60; OLIVE

SORTER 9-68.60: PACKER (AGRIC.) 9-68.35: APPLE PACKER 9-68.35 CHERRY PACKER 9-68.35: CITRUS-FRUIT PACKER 9-68.35: PLUM PACKER 9-68.35 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 27P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OFF FARM AGRICULTURAL OCCUPATIONS, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, APPLE PACKER, CHERRY PACKER, CHERRY SORTER, CITRUS-FRUIT PACKER, FRUIT SORTER, GATB, GENERAL APTITUDE TEST BATTERY, OLIVE SORTER, PACKER, PLUM PACKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061321

1898 FULFILLING THE POTENTIAL OF NYC(NEIGHBORHOOD YOUTH CORP)-2. DROPOUT PREVENTION A PROPOSED MODEL FOR UTILIZING NYC-2 TO FACILITATE CAREER EDUCATION NOV 72
SELDIN, JOEL R.
MOBILIZATION FOR YOUTH, INC., NEW YORK. THE EXPERIMENTAL MANPOWER LAB.
CONTRACT NO. DL-82-36-71-07
NOTES: 26P
MANPOWER UTILIZATION, YOUTHS, NEIGHBORHOOD YOUTH CORPS, DISADVANTAGED YOUTH, PROJECT MODIFICATIONS, DROPOUT PREVENTION, CAREER DEVELOPMENT
THE EXPERIMENTAL MANPOWER LABORATORY AT MOBILIZATION FOR YOUTH PLANS A COORDINATED SERVICE WITH NEW YORK CITY BOARD OF EDUCATION TO EXPLORE OPTIMAL UTILIZATION OF YOUTH MANPOWER PROGRAMS TOWARD THE IMPLEMENTATION OF THE CAREER EDUCATION CONCEPT. AN ALTERNATIVE SCHOOL FOR DISADVANTAGED POTENTIAL SCHOOL DROPOUTS IN THEIR LAST YEAR OF HIGH SCHOOL, WOULD PROVIDE BOTH A JOB SKILL AND A DIPLOMA. GRADUATES COULD THEN CHOOSE REALISTICALLY BETWEEN FURTHER EDUCATION OR EMPLOYMENT AS THE NEXT STEP IN THEIR CAREERS. YOUTH MANPOWER PROGRAMS NOW COME TOO LATE TO OPTIMALLY SERVE THE SCHOOL DROPOUT. THE MFY PLAN IS OFFERED FOR ITS VALUE TO OTHER YOUTH MANPOWER PROGRAMS PLANNING SUCH A CHANGE.
NTIS: PB-213 986/3 NTIS PRICES PC$3.00/MF$0.95

1899 FULFILLING THE POTENTIAL OF NYC(NEIGHBORHOOD YOUTH CORPS)-2. THE PRE-PROGRAM ORIENTATION TOWARD ENHANCING SUCESS IN NYC-2 JOB TRAINING NOV 72
BROUGHTON, FRANK:REINISH, HAL
MOBILIZATION FOR YOUTH, INC., NEW YORK. THE EXPERIMENTAL MANPOWER LAB.
CONTRACT NO. DL-82-36-71-07
NOTES: FINAL REPT. 40P
MANPOWER UTILIZATION, PROJECT PLANNING, YOUTHS, SPECIALIZED TRAINING, DRUG ABUSE, NEIGHBORHOOD YOUTH CORPS, DISADVANTAGED YOUTH, PERSONAL APPEARANCE, DROPOUT PREVENTION, GRIEVANCE PROCEDURES
AN NYC TRAINEE ORIENTATION PROGRAM WAS DEVELOPED IN ORDER TO PREVENT EARLY DROP OUT FROM TRAINING CAUSED BY A NEW TRAINERS LACK OF INFORMATION ABOUT JOB TRAINING AND ITS CONCOMITANT PROBLEMS. ORIENTATION WAS FOCUSED AROUND TWELVE ISSUES. ORIENTATION SESSIONS USED GROUP TECHNIQUES, ROLE PLAYING, AUDIOVISUAL AIDS, AND FIELD TRIPS TO GIVE THE TRAINEE A CLEARER PICTURE OF THE PROBLEMS AND ALTERNATIVES HE WOULD FACE WHILE TRAINING AND ON THE JOB.
NTIS: PB-213 897/5 NTIS PRICES PC$3.00/MF$0.95

1900 FULFILLING THE POTENTIAL OF NYC-2 6 MONOGRAPHS NOV 71
LORBER, FRED
MOBILIZATION FOR YOUTH, INC., NEW YORK. THE EXPERIMENTAL MANPOWER LAB.
CONTRACT NO. DL-82-36-71-07
NOTES: 207P
VOCATIONAL GUIDANCE, MANUALS, ENGLISH LANGUAGE, SPECIALIZED TRAINING, EMPLOYMENT, INCENTIVES, NEIGHBORHOOD YOUTH CORPS, DISADVANTAGED YOUTH, MANPOWER DEVELOPMENT PROGRAMS, JOB DEVELOPMENT
THE REPORT CONSISTS OF 6 MONOGRAPHS WHICH SERVE AS HOW TO GUIDES FOR THE USE OF DESIGNERS AND OPERATIONS OF NYC-2 PROGRAMS AT THE LOCAL LEVEL FOR THE OUT-OF-SCHOOL PROGRAM. THE MONOGRAPHS ARE CONCERNED WITH THE FOLLOWING USING GOVERNMENT AGENCIES FOR TRAINING THE DISADVANTAGED FOR EMPLOYMENT IN THE PUBLIC AND PRIVATE SECTORS, PREVENTIVE PHONETICS FOR TEACHING ENGLISH PRONUNCIATION TO SPANISH SPEAKING TRAINEES, A STUDY OF THREE MAJOR TEXTBOOKS WHICH USE THE AUDIO-LINGUAL METHOD FOR TEACHING ENGLISH AS A SECOND LANGUAGE, OPERATING A PUBLIC SERVICE BUSINESS AS A NEIGHBORHOOD YOUTH CORPS TRAINING SITE, OVER-ENROLLMENT PROBLEMS IN A MANPOWER TRAINING PROGRAM, AND GUIDELINES IN THE UTILIZATION OF TRAINING INCENTIVES.
NTIS: PB-211 814 NTIS PRICES PC$3.00/MF$0.95

1901 FULFILLING THE POTENTIAL OF NYC-2 LINKING THE NEIGHBORHOOD YOUTH CORPS AND MA-JOBS PROGRAM INTO A SEQUENTIAL TRAINING-EMPLOYMENT MODEL. OCT 72
LORBER, FRED;PFEIFER, IRWIN
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. 21
NOTES: MICROFICHE FILE BY PB 213 898
MANPOWER UTILIZATION, MANPOWER DEVELOPMENT, MODELS, PROGRAM PLANNING, UNEMPLOYED, PROGRAM COORDINATION, INDUSTRIAL TRAINING, VOCATIONAL COUNSELING, EMPLOYMENT PROGRAMS, COST EFFECTIVENESS, COMMUNITY ORGANIZATIONS, YOUTH, MANPOWER ADMINISTRATION, MA JOBS, NEIGHBORHOOD YOUTH CORPS, NYC, JOB OPPORTUNITIES IN THE BUSINESS SECTOR
ALTHOUGH NEIGHBORHOOD YOUTH CORPS (NYC) TRAINING IS CONDUCTED EITHER IN NYC CENTERS, GOVERNMENTAL AND NON-PROFIT AGENCIES OR PRIVATE INDUSTRY, THERE IS NO COMMITMENT FOR EMPLOYMENT AFTER TRAINING. THE MOBILIZATION FOR YOUTH-EXPERIMENTAL MANPOWER LABORATORY (MFY-EML) IS EXPLORING THE FEASIBILITY OF LINKING NYC TO OTHER GOVERNMENT MANPOWER TRAINING PROGRAMS. INVESTIGATIONS INDICATE THAT THE NYC PROGRAM COULD BE A NATURAL COMPLEMENT TO THE DEPARTMENT OF LABORS MANPOWER ADMINISTRATION JOB OPPORTUNITIES IN THE BUSINESS SECTOR (MA-JOBS) PROGRAM, SINCE PARTICIPATING COMPANIES MAKE COMMITMENTS TO HIRE HARD-TO-EMPLOY INDIVIDUALS, AND TO TRAIN THEM LATER. A JOB TRAINING EMPLOYMENT MODEL IS PROPOSED IN WHICH THE NYC PROGRAM COULD BE USED AS AN MA-JOBS APPRENTICESHIP TRAINING GROUND FOR A CONSORTIUM OF SMALL EMPLOYERS. (AUTHOR)
AIM/ARM: VT020020 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 213 898, MF $.95, HC $3.00)

1902 FULFILLING THE POTENTIAL OF NYC-2 THE PRE-PROGRAM ORIENTATION TOWARD ENHANCING SUCCESS IN NYC-2 JOB TRAINING. FINAL REPORT. NOV 72
BROUGHTON, FRANK;REINISH, HAL
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. 40
NOTES: MICROFICHE FILE BY PB 213 897/5.
MANPOWER UTILIZATION, DISADVANTAGED YOUTH, DROPOUT PREVENTION, VOCATIONAL DEVELOPMENT, MOTIVATION, ORIENTATION, JOB TRAINING, EMPLOYMENT POTENTIAL, GROUP DISCUSSION, BEHAVIOR CHANGE, PROGRAM EFFECTIVENESS, NEIGHBORHOOD YOUTH CORPS, NYC
A NEIGHBORHOOD YOUTH CORPS TRAINEE ORIENTATION PROGRAM WAS DEVELOPED IN ORDER TO PREVENT EARLY DROPOUT FROM TRAINING CAUSED BY A NEW TRAINEES LACK OF INFORMATION ABOUT JOB TRAINING AND ITS CONCOMITANT PROBLEMS. ORIENTATION SESSIONS USED GROUP TECHNIQUES, ROLE PLAYING, AUDIOVISUAL AIDS, AND FIELD TRIPS TO GIVE THE TRAINEE A CLEARER PICTURE OF THE PROBLEMS AND ALTERNATIVES HE WOULD FACE WHILE TRAINING AND ON THE JOB. (AUTHOR)
AIM/ARM: VT020019 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 213 897, MF $.95, HC $3.00)

1903 FULFILLING THE POTENTIAL OF NYC-2 USING GOVERNMENT AGENCIES FOR TRAINING THE DISADVANTAGED FOR EMPLOYMENT IN PUBLIC AND PRIVATE SECTORS II. THE CONSORTIUM MODEL. NOV 72
RODRIGUEZ, EMILY;SCHENKMAN, JEROME G.
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 31P.
CONSORTIA, DISADVANTAGED YOUTH, EMPLOYMENT PROGRAMS, FEMALES, GOVERNMENT EMPLOYEES, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, MODELS, PILOT PROJECTS, FEDERAL AGENCIES, NEW YORK CITY
TO DEVELOP AND OPERATIONALIZE A MODEL JOB TRAINING-EMPLOYMENT PROGRAM WHICH UTILIZES THE FEDERAL CIVIL SERVICE SYSTEM TO PROVIDE JOB TRAINING AND SUBSEQUENT EMPLOYMENT FOR HARD-CORE YOUTH, A 26-WEEK PILOT PROGRAM WAS CONDUCTED FOR 18 FEMALE TRAINEES. THE TRAINING PROGRAM CONSISTED OF A 2-WEEK ORIENTATION FOLLOWED BY A 3-MONTH CLASSROOM TRAINING PHASE AND A 3-MONTH ON-THE-JOB TRAINING PHASE. ALL TRAINING DURING THE ORIENTATION AND CLASSROOM TRAINING PHASE WAS CONDUCTED BY A SPECIALLY TRAINED NEIGHBORHOOD YOUTH CORPS TEACHER-COUNSELOR, WHILE THE ON-THE-JOB TRAINING OCCURRED AT WORK SITES PROVIDED BY A CONSORTIUM OF FEDERAL AGENCIES. THE PILOT OF THIS JOB-TRAINING-EMPLOYMENT PROGRAM MODEL USING A CONSORTIUM DID NOT SHOW SIGNIFICANT SUCCESS IN MAXIMIZING JOB PLACEMENT, AS ONLY SEVEN OF THE 18 TRAINEES (39 PERCENT) WERE ACTUALLY EMPLOYED, AND OF THESE ONLY FOUR WERE EMPLOYED BY FEDERAL AGENCIES IN THE CONSORTIUM. IT WAS FELT THAT THE LACK OF SIGNIFICANT SUCCESS IN JOB PLACEMENT WAS DUE TO THE FEDERAL JOB FREEZE, THE BUSINESS RECESSION, AND POOR SCREENING AND SELECTION. (AUTHOR/SB)
ERIC: ED075638 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 213 896, MF $.95, HC $3.00)

1904 FULFILLING THE POTENTIAL OF NYC-2. DROPOUT PREVENTION A PROPOSED MODEL FOR UTILIZING NYC-2 TO FACILITATE CAREER EDUCATION. NOV 72
SELDIN, JOEL P.
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. 26
NOTES: MICROFICHE FILED BY PB 213 956.
CAREER EDUCATION, DISADVANTAGED YOUTH, DROPOUT PREVENTION, ALTERNATIVE SCHOOLS, MANPOWER DEVELOPMENT, SKILL DEVELOPMENT, EDUCATIONAL PROGRAMS, HIGH SCHOOL STUDENTS, JOB SKILLS, MODELS, YOUTH OPPORTUNITIES, YOUTH PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NYC

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1904 YOUTH MANPOWER PROGRAMS, DESPITE THEIR ACCUMULATED EXPERTISE IN SERVING DISADVANTAGED SCHOOL DROPOUTS, HAVE BEEN ALLOCATED A SUBSIDIARY, COMPENSATORY ROLE IN SERVING THOSE YOUTH WHO EXPERIENCE DIFFICULTY WITH FORMAL EDUCATION METHODS. THE EXPERIMENTAL MANPOWER LABORATORY AT MOBILIZATION FOR YOUTH HAS PROPOSED TO THE NEW YORK CITY BOARD OF EDUCATION AN ALTERNATIVE SCHOOL IN WHICH BOTH EDUCATION AND MANPOWER SERVICES WOULD BE INTEGRATED AND, THUS, FACILITATE IMPLEMENTATION OF THE CAREER EDUCATION CONCEPT. THE PROPOSED MODEL, WHICH IS DESCRIBED IN THIS REPORT, WOULD EQUIP WORK-MOTIVATED POTENTIAL SCHOOL DROPOUTS WITH BOTH A MARKETABLE JOB SKILL AND A HIGH SCHOOL DIPLOMA SO THAT, ON GRADUATION, THEY COULD CHOOSE REALISTICALLY BETWEEN FURTHER EDUCATION AND EMPLOYMENT. (AUTHOR/SB)

AIM/ARM: VT020225 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 213 986, MF $.95, HC $3.00)

1905 FULFILLING THE POTENTIAL OF NYC-2. DROPOUT PREVENTION A PROPOSED MODEL FOR UTILIZING NYC-2 TO FACILITATE CAREER EDUCATION. MANPOWER MONOGRAPH SERIES ON DISADVANTAGED YOUTH. NOV 72

SELDIN, JOEL R.

MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 26P.

ALTERNATIVE SCHOOLS, CAREER EDUCATION, DISADVANTAGED YOUTH, DROPOUT PREVENTION, EDUCATIONAL PROGRAMS, HIGH SCHOOL STUDENTS, JOB SKILLS, MANPOWER DEVELOPMENT, MODELS, SKILL DEVELOPMENT, YOUTH OPPORTUNITIES, YOUTH PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NYC

YOUTH MANPOWER PROGRAMS, DESPITE THEIR ACCUMULATED EXPERTISE IN SERVING DISADVANTAGED SCHOOL DROPOUTS, HAVE BEEN ALLOCATED A SUBSIDIARY, COMPENSATORY ROLE IN SERVING THOSE YOUTH WHO EXPERIENCE DIFFICULTY WITH FORMAL EDUCATION METHODS. THE EXPERIMENTAL MANPOWER LABORATORY AT MOBILIZATION FOR YOUTH HAS PROPOSED TO THE NEW YORK CITY BOARD OF EDUCATION AN ALTERNATIVE SCHOOL IN WHICH BOTH EDUCATION AND MANPOWER SERVICES WOULD BE INTEGRATED AND, THUS, FACILITATE IMPLEMENTATION OF THE CAREER EDUCATION CONCEPT. THE PROPOSED MODEL, WHICH IS DESCRIBED IN THIS REPORT, WOULD EQUIP WORK-MOTIVATED POTENTIAL SCHOOL DROPOUTS WITH BOTH A MARKETABLE JOB SKILL AND A HIGH SCHOOL DIPLOMA SO THAT, ON GRADUATION, THEY COULD CHOOSE REALISTICALLY BETWEEN FURTHER EDUCATION AND EMPLOYMENT. (AUTHOR/SB)

ERIC: ED076936 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 213 986, MF $0.95, HC $3.00)

1906 FULFILLING THE POTENTIAL OF NYC-2. LINKING THE NEIGHBORHOOD YOUTH CORPS AND MA-JOBS PROGRAM INTO A SEQUENTIAL TRAINING-EMPLOYMENT MODEL. OCT 72

LORBER, FRED:FEIFER, IRWIN

MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 21P.

COMMUNITY ORGANIZATIONS, COST EFFECTIVENESS, EMPLOYMENT PROGRAMS, INDUSTRIAL TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MODELS, PROGRAM COORDINATION, PROGRAM PLANNING, UNEMPLOYED, VOCATIONAL COUNSELING, YOUTH, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, MA JOBS, MANPOWER ADMINISTRATION, NEIGHBORHOOD YOUTH CORPS, NYC

ALTHOUGH NEIGHBORHOOD YOUTH CORPS (NYC) TRAINING IS CONDUCTED EITHER IN NYC CENTERS, GOVERNMENTAL AND NON-PROFIT AGENCIES OR PRIVATE INDUSTRY, THERE IS NO COMMITMENT FOR EMPLOYMENT AFTER TRAINING. THE MOBILIZATION FOR YOUTH-EXPERIMENTAL MANPOWER LABORATORY (MFY-EML) IS EXPLORING THE FEASIBILITY OF LINKING NYC TO OTHER GOVERNMENT MANPOWER TRAINING PROGRAMS. INVESTIGATIONS INDICATE THAT THE NYC PROGRAM COULD BE A NATURAL COMPLEMENT TO THE DEPARTMENT OF LABORS MANPOWER ADMINISTRATION JOB OPPORTUNITIES IN THE BUSINESS SECTOR (MA-JOBS) PROGRAM, SINCE PARTICIPATING COMPANIES MAKE COMMITMENTS TO HIRE HARD-TO-EMPLOY INDIVIDUALS, AND TO TRAIN THEM LATER. A JOB TRAINING EMPLOYMENT MODEL IS PROPOSED IN WHICH THE NYC PROGRAM COULD BE USED AS AN MA-JOBS APPRENTICESHIP TRAINING GROUND FOR A CONSORTIUM OF SMALL EMPLOYERS. (AUTHOR)

ERIC: ED075659 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 213 898, MF $0.95, HC $3.00)

1907 FULFILLING THE POTENTIAL OF NYC-2. THE PRE-PROGRAM ORIENTATION TOWARD ENHANCING SUCCESS IN NYC-2 JOB TRAINING. FINAL REPORT. NOV 72

BROUGHTON, FRANK:REINISH, HAL

MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 40P.

BEHAVIOR CHANGE, DISADVANTAGED YOUTH, DROPOUT PREVENTION, EMPLOYMENT POTENTIAL, GROUP DISCUSSION, JOB TRAINING, MANPOWER UTILIZATION, MOTIVATION, ORIENTATION, PROGRAM EFFECTIVENESS, VOCATIONAL DEVELOPMENT, NEIGHBORHOOD YOUTH CORPS, NYC

A NEIGHBORHOOD YOUTH CORPS TRAINEE ORIENTATION PROGRAM WAS DEVELOPED IN ORDER TO PREVENT EARLY DROPOUT FROM TRAINING CAUSED BY A NEW TRAINEES LACK OF INFORMATION ABOUT JOB TRAINING AND ITS CONCOMITANT PROBLEMS. ORIENTATION SESSIONS USED GROUP TECHNIQUES, ROLE PLAYING, AUDIOVISUAL AIDS, AND FIELD TRIPS TO GIVE THE TRAINEE A CLEARER PICTURE OF THE PROBLEMS AND ALTERNATIVES HE WOULD FACE WHILE TRAINING AND ON THE JOB. (AUTHOR)

ERIC: ED075658 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 213 897, MF $0.95, HC $3.00)

1908 FULL EMPLOYMENT 1975
JACKSON, H.M.
ADHERENT, VOL92, NO.3, DEC 1975, P. 19-23.
DISCRIMINATION, ECONOMICS, FULL EMPLOYMENT, GOVERNMENT SPENDING, INFLATION, MINORITIES, UNEMPLOYMENT
PRESIDENTIAL HOPEFUL DEMOCRATIC SENATOR HENRY JACKSON CONDEMNS PRESENT ADMINISTRATIONS LACK OF INTEREST IN GETTING AMERICANS JOBS.
MGMT: ADM75L0019

1909 FULL EMPLOYMENT A WOMENS ISSUE W-SPR 76
JORDAN, RUTH
CIVIL RIGHTS DIGEST:9:2-3:26-29
FEMALES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT LEVEL, FEMINISM, ECONOMIC OPPORTUNITIES, MINORITY GROUPS, EMPLOYMENT PROBLEMS, ECONOMIC STATUS, SEX DISCRIMINATION, AFFIRMATIVE ACTION
SUGGESTS THAT AN ATMOSPHERE OF FULL EMPLOYMENT, OF EXPANSIVENESS, OF OPPORTUNITY, WOULD BE A FAVORABLE ATMOSPHERE FOR THE ACHIEVEMENT OF MANY OTHER ISSUES THAT WOMEN CONSIDER ESSENTIAL SUCH AS DAY CARE AND HEALTH CARE. (AUTHOR/AM)
ERIC: EJ142174

1910 THE FULL EMPLOYMENT AND BALANCED GROWTH ACT OF 1977: AUTHORIZATION OF APPROPRIATIONS FOR CETA, AND THE PRESIDENTS ECONOMIC STIMULUS PROPOSALS: HEARINGS BEFORE THE SUBCOMMITTEE ON EMPLOYMENT OPPORTUNITIES OF THE COMMITTEE ON EDUCATION AND LABOR, HOUSE OF REPRESENTATIVES, NINETY-FIFTH CONGRESS, FIRST SESSION ON H.R. 50 AND H.R. 2992, VOLUME 1. FEB 77
CONGRESS OF THE U.S., WASHINGTON, D.C. HOUSE COMMITTEE ON EDUCATION AND LABOR.
NOTES: 263P.: FOR A RELATED DOCUMENT SEE CE 011 722 : NOT AVAILABLE IN HARD COPY DUE TO PRINT QUALITY OF ORIGINAL.
ECONOMIC CHANGE, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, FEDERAL AID, FEDERAL LEGISLATION, JOB TRAINING, LABOR ECONOMICS, MANPOWER DEVELOPMENT, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, FULL EMPLOYMENT AND BALANCED GROWTH ACT 1977
THE PROCEEDINGS FROM THE 2 DAYS OF HEARINGS BEFORE THE SUBCOMMITTEE ON EMPLOYMENT OPPORTUNITIES ON THE FULL EMPLOYMENT AND BALANCED GROWTH ACT OF 1977, THE AUTHORIZATIONS AND APPROPRIATIONS FOR THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA), AND THE PRESIDENTS ECONOMIC STIMULUS PROPOSALS ARE PRESENTED IN THIS REPORT. ALL PREPARED TESTIMONIES AND SUPPORTING DOCUMENTS ARE RECORDED ALONG WITH THE TEXTS OF THE ACTUAL PRESENTATIONS AND PURSUANT DISCUSSIONS. TESTIMONIES FROM THE FOLLOWING WITNESSES ARE INCLUDED DR. GAR ALPEROVITZ, CODIRECTOR OF EXPLORATORY PROJECT FOR ECONOMIC ALTERNATIVES: GENE BINION, SUPERINTENDENT OF ELLIOTT COUNTY SCHOOLS (KENTUCKY): RICHARD BROWN, STAFF CONSULTANT OF FULL EMPLOYMENT ACTION COUNCIL: ROBERT EISNER, PROFESSOR OF ECONOMICS AT NORTHWESTERN UNIVERSITY: HON. KENNETH GIBSON, PRESIDENT OF THE U.S. CONFERENCE OF MAYORS: REV. ARTHUR KEYS, CHAIRMAN OF COMMITTEE ON FULL EMPLOYMENT, NATIONAL COUNCIL OF CHURCHES: MALCOLM LOVELL, PRESIDENT OF RUBBER MANUFACTURERS: RICHARD SCHUBERT, VICE PRESIDENT OF PUBLIC AFFAIRS, BETHLEHEM STEEL CORPORATION: BILLY JOE MARTIN, POWELL COUNTY JUDGE (KENTUCKY): VIRGIL OSBORNE, DIRECTOR OF EASTERN KENTUCKY CONCENTRATED EMPLOYMENT PROGRAM: LEON SHULL, NATIONAL DIRECTOR OF AMERICANS FOR DEMOCRATIC ACTION: JON WEINTRAUB, LEGISLATIVE REPRESENTATIVE OF NATIONAL ASSOCIATION OF COUNTIES: AND KENNETH YOUNG, ASSISTANT DIRECTOR OF DEPARTMENT OF LEGISLATION, AFL-CIO. (BM)
ERIC: ED142721

1911 FULL EMPLOYMENT TO MEET AMERICAS NEEDS 1975
HAWKINS, A.F.
CHALLENGE, VOL.18, NO.5, NOV/DEC 1975, P. 20-28.
ECONOMIC POLICY, FULL EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT, LEGISLATION, PUBLIC ADMINISTRATION
REVIEW OF FULL EMPLOYMENT POLICY OF U.S. OVER THE LAST 25 YEARS. REVIEW OF NEW (1975) FULL EMPLOYMENT BILL WHICH THE AUTHOR STATES IS A COMPREHENSIVE PROGRAM TO GUARANTEE A USEFUL, REMUNERATIVE JOB TO EVERY ADULT AMERICAN ABLE AND WILLING TO WORK.
MGMT: CHA75K0020

1912 THE FULL-TIME WORKWEEK IN THE UNITED STATES, 1900-1970 1976
KNIESNER, T.J.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.30, NO.1, OCT 1976, P. 3-15.
ECONOMETRICS, EDUCATION, INDUSTRIAL RELATIONS, LABOR MARKET, MANUFACTURING, MODELING, WAGES, WOMEN IN BUSINESS
SINCE 1940 THE AVERAGE WORK WEEK HOURS OF FULL-TIME MALE WORKERS HAVE REMAINED CONSTANT, HAVING DECLINED AT RATE OF ABOUT 8% PER DECADE DURING 1900-1940.
MGMT: ILP76J0003

1913 A FUNCTIONAL ANALYSIS OF PARAMEDICAL OCCUPATIONS AS A FOUNDATION FOR CURRICULUM DEVELOPMENT. 31AUG67
DECKER, JOHN P.
ARIZONA HEALTH SERVICES EDUCATION ASSOCIATION, PHOENIX.
NOTES: 245P.
BEHAVIORAL SCIENCE RESEARCH, CURRICULUM DEVELOPMENT, EDUCATIONAL RESEARCH, HEALTH OCCUPATIONS EDUCATION, JOB ANALYSIS, JOB SKILLS, LABORATORIES, MEDICAL LABORATORY ASSISTANTS, PARAMEDICAL OCCUPATIONS, PROBLEM SOLVING, PHOENIX
A MAJOR PURPOSE OF THIS PROJECT WAS THE DERIVATION OF A PROCEDURE FOR ANALYZING THE

(CONT.)

1913 FUNCTIONS OF A MEDICAL LABORATORY ASSISTANT IN SUCH A WAY THAT CHARACTERISTICS USUALLY DESCRIBED ABSTRACTLY AS SKILL OR BACKGROUND KNOWLEDGE, WHICH CAN BE EVALUATED ONLY INTUITIVELY AND SUBJECTIVELY, CAN BE DEFINED INSTEAD IN CONCRETE TERMS THAT CAN BE DEALT WITH RATIONALLY AND OBJECTIVELY. THE PROCEDURE USED WAS AN ADAPTION OF EVENTAL ANALYSIS, AN ANALYTICAL TECHNIQUE DEVELOPED MUCH EARLIER BY THE PRINCIPAL INVESTIGATOR FOR COMPLEX PROBLEMS OF ECOLOGICAL SUCCESSION. EVENTAL ANALYSIS CONSISTS ESSENTIALLY OF MAKING ALL KEY STATEMENTS REDUCIBLE TO PHILOSOPHICAL FUNDAMENTALS, THAT IS, TO STATEMENTS OF CHILDLIKE SIMPLICITY ABOUT REAL OBJECTS AND REAL EVENTS. BECAUSE EXPERIENCE IS THE DISTINGUISHING CHARACTERISTIC OF THE TRAINED ASSISTANT, AS COMPARED TO THE NOVICE, EVENTAL SPECIFICATION OF THE PRIMARY COMPONENT OF THE QUALITY EXPERIENCE WAS NARROWED TO A LIST OF ERRORS AND HOW TO AVOID THEM. FOR EACH LABORATORY PROCEDURE SELECTED FOR STUDY, THREE TEXTBOOKS WERE SEARCHED FOR ERRORS ASSOCIATED WITH THE PROCEDURES, AND THE DATA WERE ASSEMBLED AS A LIST OF PROBLEMS (OBSERVATIONS OF ERRONEOUS RESULTS) WITH EXPLANATIONS AND CORRECTIVE ACTIONS. THE FINAL DATA WERE ASSEMBLED AS APPENDIX A OF THIS REPORT. EXAMINATION QUESTIONS WERE DERIVED FROM THE DEFINITIVE PROBLEMS OF APPENDIX A AND WERE ASSEMBLED AS APPENDIX B. (PS)
ERIC: ED012790

1914 FUNCTIONAL JOB ANALYSIS: AN APPROACH TO A TECHNOLOGY FOR MANPOWER PLANNING 1974
FINE, S.A.
PERSONNEL JOURNAL, VOL.53, NO.11, NOV 1974, P. 813-818.
COLLECTIVE BARGAINING, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL PSYCHOLOGY, INDUSTRIAL RELATIONS, JOB ANALYSIS, JOB DESCRIPTION, LABOR FORCE, MANAGEMENT, MINORITIES, PERSONNEL MANAGEMENT, RECRUITMENT, TECHNOLOGY, TIME AND MOTION STUDY
ADVISES THE USE OF A SYSTEM OF FUNCTIONAL JOB ANALYSIS AS A TECHNOLOGY FOR PROPER JOB PLACEMENT, FACILITATING TRAINING, WORKER GROWTH, STATISTICAL RELIABILITY IN DEFINITION OF BASIC UNITS OF INFORMATION, AND JOB DESIGN AND CAREER DEVELOPMENT.
MGMT: PEJ7430813

1915 FUNCTIONS OF INDUSTRY APPROACH TO CURRICULUM FOR VOCATIONAL EDUCATION. 67
GLEASON, WILLIAM EARL
NOTES: 127P.; PH.D. DISSERTATION, MICHIGAN STATE UNIVERSITY
CONTENT ANALYSIS, CURRICULUM DEVELOPMENT, DOCTORAL THESES, INDUSTRIAL EDUCATION, INDUSTRIAL PERSONNEL, JOB ANALYSIS, JOB TRAINING, MANAGERIAL OCCUPATIONS, OCCUPATIONAL INFORMATION, SERVICE OCCUPATIONS, STATISTICAL ANALYSIS, TAXONOMY, VOCATIONAL EDUCATION
THE PRIMARY PURPOSE OF THE STUDY WAS TO UTILIZE THE FUNCTIONS OF AN INDUSTRY, AS OPPOSED TO THE MORE TRADITIONAL USE OF THE JOB TITLES, TO DEVELOP A CURRICULAR BASIS FOR EDUCATIONAL PROGRAMS TO MEET THE NEEDS OF POTENTIAL WORKERS IN AN INDUSTRY, WITH THE SCOPE OF THE STUDY LIMITED TO THE MANAGEMENT AND SERVICE FUNCTIONS. IN THE FIRST PHASE OF THE STUDY, INDUSTRY AND EDUCATION EXPERTS DEVELOPED A TAXONOMY FOR USE IN ANALYZING TECHNICAL AND PERSONAL-SOCIAL COMPETENCIES REQUIRED OF WORKERS IN THE INDUSTRY, WITH THE ACTIVITIES AND COMPETENCIES GROUPED BY RELATEDNESS TO TYPICAL CURRICULUM AREAS. THE SECOND PHASE, UTILIZING A JURY OF EXPERTS, INVOLVED REFINING AND VERIFYING THE VALIDITY AND APPROPRIATENESS OF THE CONTENT TO CURRICULUM DEVELOPMENT. THE STUDY REVEALED 75 ACTIVITIES AND 35 COMPETENCIES FOR THE MANAGEMENT FUNCTIONS AND 76 ACTIVITIES AND 31 COMPETENCIES FOR THE SERVICE FUNCTION. THESE WERE GROUPED UNDER 10 CURRICULUM AREAS, AND THE JURY RESPONSES INDICATED A HIGH DEGREE OF AGREEMENT FOR THE ACTIVITIES AND COMPETENCIES IDENTIFIED. THIS APPROACH WAS FOUND TO BE A WORKABLE CONCEPT FOR ANALYSIS OF AN INDUSTRY. (AUTHOR/GEB)
ERIC: ED055235 UNIVERSITY MICROFILMS, INC., P.O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 67-10,523; MF $4.00; XEROGRAPHY $10.00)

1916 FURNITURE UPHOLSTERER 780.381 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. AUG 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FURNITURE INDUSTRY, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, FURNITURE UPHOLSTERER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060096

1917 THE FURTHER DEVELOPMENT OF RESEARCH COMPETENCIES OF PERSONNEL IN VOCATIONAL EDUCATION RESEARCH AND DEVELOPMENT. AUG66
HILL, CHARLES W. ;TOWNE, DOUGLAS C.
CORNELL UNIV., ITHACA, N.Y.

(CONT.)

1917 CONTRACT NO. OEC-6-85-027
NOTES: 105P.
CURRICULUM DEVELOPMENT, CURRICULUM EVALUATION, DESIGN, EDUCATIONAL RESEARCH, IMPROVEMENT PROGRAMS, MEASUREMENT TECHNIQUES, MOBILITY, RESEARCH COORDINATING UNITS, RESEARCH METHODOLOGY, RESEARCH SKILLS, RESEARCH TOOLS, SEMINARS, SKILL DEVELOPMENT, VOCATIONAL EDUCATION, ITHACA
SIX 1-WEEK SEMINARS WERE HELD TO DEVELOP INCREASED RESEARCH KNOWLEDGES, COMPETENCIES, AND INTERESTS OF INDIVIDUALS INVOLVED IN RESEARCH IN VOCATIONAL EDUCATION. THE SEMINARS DEALT WITH THE PROBLEM AREAS OF (1) DEVELOPMENT AND COORDINATION OF RESEARCH BY STATE RESEARCH COORDINATING UNITS, (2) CURRICULUM DEVELOPMENT, (3) TESTS AND MEASUREMENT, (4) OCCUPATIONAL MOBILITY AND MIGRATION, (5) RESEARCH DESIGN, AND (6) CURRICULUM EVALUATION. FINDINGS IN THE EVALUATION OF THE SEMINARS STRONGLY SUPPORTED THE CONTINUATION OF RESEARCH SEMINAR PROGRAMS FOR VOCATIONAL EDUCATORS. (GD)
ERIC: ED010503

1918 THE FURTHER EDUCATION OF THE GENERAL STUDENT, A REPORT ON COURSES IN COLLEGES OF FURTHER EDUCATION FOR YOUNG PEOPLE WHO NEED NO VOCATIONAL QUALIFICATION. 67
ROBERTS, G.O.
DEPARTMENT OF EDUCATION AND SCIENCE, LONDON (ENGLAND).
EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYERS, GENERAL EDUCATION, OUT OF SCHOOL YOUTH, PERSONAL GROWTH, PROGRAM EVALUATION, PUBLIC SCHOOL ADULT EDUCATION, RECRUITMENT, RELEASED TIME, STUDENT CHARACTERISTICS, TECHNICAL INSTITUTES
SINCE 1962 LOCAL EDUCATION AUTHORITIES HAVE OFFERED GENERAL EDUCATION COURSES AT SELECTED COLLEGES, IN COOPERATION WITH LOCAL FIRMS, FOR YOUNG EMPLOYEES. IN NEARLY ALL COLLEGES THESE STUDENTS ATTEND CLASSES ONE DAY A WEEK, ALTHOUGH EXPERIMENTS WITH BLOCK RELEASE AND WEEKEND RESIDENTIAL PROGRAMS HAVE BEEN MADE. STUDENTS ARE RECRUITED PRIMARILY THROUGH PERSONAL CONTACT BETWEEN THE COLLEGES AND EMPLOYERS. IN MANY COLLEGES ENGLISH, SOCIAL STUDIES, AND CALCULATION ARE COMPULSORY, WITH OTHER ACADEMIC SUBJECTS AND CULTURAL, PRACTICAL, AND PHYSICAL ACTIVITIES OFFERED AS ELECTIVES. TEACHING METHODS INCLUDE STUDY GROUPS, LIBRARY REFERENCE WORK, DISCUSSION GROUPS, PRODUCTION OF A COLLEGE MAGAZINE, AND SOCIAL SERVICE WORK IN THE COMMUNITY. THE EDUCATORS CLAIMS THAT THE PROGRAM IMPROVES ENGLISH AND OTHER BASIC SKILLS AND DEVELOPS THE ABILITY TO WORK INDEPENDENTLY, A SENSITIVITY TO SOCIAL PROBLEMS, AND RESPONSIBLE ATTITUDES TOWARD WORK AND LEISURE ARE UPHELD IN PART BY THE FACT THAT EMPLOYERS CONSIDERED THE COLLEGE REPORTS SERIOUSLY, PARTICULARLY WHEN SELECTING YOUNG WORKERS FOR PROMOTION. (DOCUMENT INCLUDES A LIST OF PARTICIPATING COLLEGES.) THIS DOCUMENT, S.O. CODE NO. 27-410, IS AVAILABLE FROM HER MAJESTYS STATIONERY OFFICE, 49 HIGH HOLBORN, LONDON W.C.1. THREE SCHILLINGS. 20 PAGES. (AJ)
ERIC: ED020468

1919 FUTURE ACHIEVEMENT ORIENTATIONS JOB TRAINING AND ECONOMIC SUCCESS. SEP 74
HUBBARD, ROBERT L.
MICHIGAN UNIV., ANN ARBOR. SURVEY RESEARCH CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 148P.; PH.D. DISSERTATION, UNIVERSITY OF MICHIGAN
ACHIEVEMENT, ATTITUDES, EMPLOYEE ATTITUDES, GOAL ORIENTATION, JOB PLACEMENT, JOB TRAINING, LABOR MARKET, PREDICTION, PREDICTIVE MEASUREMENT, PREDICTIVE VALIDITY, PREDICTOR VARIABLES, RESEARCH PROJECTS, SUCCESS FACTORS, WORK ATTITUDES, FUTURE ACHIEVEMENT ORIENTATION, FUTURE PATTERN PREDICTOR
THE RESEARCH HAD FOUR PURPOSES DESCRIBE THE CONCEPT OF FUTURE ORIENTATION DEVELOP MEASURES OF FUTURE CONSTRUCTS; DETERMINE THE IMPACT OF BACKGROUND, LABOR MARKETS, AND JOB TRAINING ON FUTURE ORIENTATIONS; AND EVALUATE THE VALIDITY OF THE MEASURES AS PREDICTORS OF TRAINING OUTCOMES AND ECONOMIC SUCCESS. DATA WERE COLLECTED FROM A SAMPLE OF MEN IN AN INSTITUTIONAL TRAINING PROGRAM. MEASURES WERE CONSTRUCTED TO TAP FOUR COMPONENTS OF FUTURE ACHIEVEMENT ORIENTATION (1) A DISPOSITIONAL MOTIVE, (2) A CAPACITY OR TENDENCY TO PLAN, (3) THE INCENTIVE VALUE OF FUTURE GOALS, AND (4) EXPECTATIONS ABOUT THE FUTURE. FOUR MEASURES WERE SELECTED ON THE BASIS OF INTERNAL CONSISTENCY, STABILITY, AND ASSOCIATION WITH ACHIEVEMENT RELATED BEHAVIOR. FIVE PATTERNS OF THE MOTIVE, PLANNING, AND EXPECTANCY MEASURES WERE RECODED INTO A FUTURE PATTERN PREDICTOR. A MULTIPLE CLASSIFICATION ANALYSIS PROGRAM WAS USED TO ASSESS THE PREDICTIVE VALIDITY OF THE MEASURES OF INDIVIDUAL COMPONENTS OF FUTURE ACHIEVEMENT ORIENTATION AND THE FUTURE PATTERN VARIABLE FOR (1) TRAINING OUTCOMES, (2) EMPLOYMENT AND WAGE RATE AT DIFFERENT TIMES, AND (3) JOB SEARCH ACTIVITY. TRAINING OUTCOMES WERE PREDICTED BY ALL COMPONENT MEASURES AND THE FUTURE PATTERN VARIABLE. THE IMPLICATIONS OF THE FINDINGS FOR TRAINING AND MANPOWER POLICY ARE DISCUSSED AT LENGTH. (AUTHOR/NH)
ERIC: ED103642

1920 THE FUTURE FOR WOMEN IN SCIENCE AND ENGINEERING. 76
TROTTER, VIRGINIA Y.
NOTES: 11P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE (BOSTON, MASSACHUSETTS, FEBRUARY 22-23, 1976); NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT
CAREER CHOICE, ENGINEERING, FEMALES, FUTURES (OF SOCIETY), HIGHER EDUCATION, SCIENCES, SOCIAL ACTION, SOCIAL ADJUSTMENT, WOMENS EDUCATION, WOMENS STUDIES, WORKING WOMEN
THIS PAPER SUMMARIZES THE EFFORTS OF THE DEPARTMENT OF HEALTH, EDUCATION AND WELFARE (DHEW) TO PROVIDE WOMEN WITH THE OPPORTUNITY AND ENCOURAGEMENT TO EXCEL THROUGH EDUCATION. DATA ARE GIVEN ABOUT EMPLOYMENT PATTERNS OF WOMEN IN SCIENCE AND ENGINEERING. TRADITIONAL BARRIERS THOUGHT TO RESTRICT PARTICIPATION OF WOMEN IN SCIENCE AND

(CONT.)
1920 ENGINEERING ARE IDENTIFIED. (SL)
ERIC: ED133205

1921 FUTURE LABOR SUPPLY FOR LOWER LEVEL OCCUPATIONS 1975
WOOL, H.
+U.S., MONTHLY LABOR REVIEW, VOL.99, NO.3, MARCH 1976, P. 22-31. BIBLIOG. 5
EDUCATION, HUMAN RESOURCE DEVELOPMENT, JOB CLASSIFICATION, JOB DEVELOPMENT, JOB ENRICHMENT, LABOR FORCE, LABOR MARKET, LABOR TURNOVER, MINORITIES, OUTLOOK, TECHNOLOGICAL CHANGE, UNEMPLOYMENT, WAGES
THE REALISTIC ASSESSMENT OF THE STRUCTURE OF JOBS IN CONTEMPORARY AMERICAN ECONOMY INDICATES THAT MILLIONS OF AMERICANS STILL OCCUPY JOBS WHICH DO NOT FIT INTO THE ECONOMIC FUTURE. OCCUPATIONAL ANALYSIS AND REWARD CRITERIA ARE DISCUSSED. THE OUTLOOK POINTS TO THE EMERGENCE OF SIGNIFICANT LABOR MARKET STRAINS. PROBLEMS AND IMPLICATIONS ASSOCIATED WITH THESE TRENDS ARE EXAMINED. SOME POLICY RECOMMENDATIONS ARE MADE AND EFFECT ON WAGES IS STUDIED.
MGMT: UML76C0022

1922 THE FUTURE OF LABOR IN AMERICA 1976
GROSS, A.C.; IACOBELLI, J.L.
AKRON BUSINESS AND ECONOMIC REVIEW, VOL.7, NO.3, FALL 1976, P. 36-41.
COLLECTIVE BARGAINING, INDUSTRIAL RELATIONS, JOB SATISFACTION, JOB SECURITY, LABOR FORCE, LABOR UNIONS, PRODUCTIVITY, UNEMPLOYMENT, WAGES
THE AUTHORS MAKE PREDICTIONS ABOUT THE FUTURE OF LABOR IN AMERICA. PREDICTIONS ENCOMPASS LABOR IN GENERAL, LABOR UNIONS AND WORKING CONDITIONS.
MGMT: ABE76RG036

1923 THE FUTURE OF REVENUE SHARING 1975
WHITMAN, R.D.
CHALLENGE, VOL.18, NO.3, JULY-AUG 1975, P. 14-21.
CAPITAL INVESTMENTS, ECONOMICS, GOVERNMENT INTERVENTION, INCENTIVES, INFLATION, LOBBYING, PUBLIC ADMINISTRATION, RECESSION, REVENUE SHARING, SUBSIDIES, TAX LAW, UNEMPLOYMENT
DISCUSSES THE ADVANTAGES OF REVENUE SHARING, BOTH AS A TOOL IN ELIMINATING UNWIELDY GRANT PROGRAMS, AND AS A DEVICE IN ECONOMIC POLICY TO BE USED AS A COUNTER-CYCLICAL ECONOMIC PLOY, TO RESIST RECESSION.
MGMT: CHA75G0014

1924 THE FUTURE OF WORK AND LEISURE. JUN 75
JOHNSTON, DENIS F.
NOTES: 15P.; PAPER PRESENTED AT THE GENERAL ASSEMBLY OF THE WORLD FUTURE SOCIETY (2ND, WASHINGTON, D.C., JUNE 2-5, 1975)
ECONOMIC CLIMATE, FUTURES (OF SOCIETY), LABOR MARKET, LEISURE TIME, LIFE STYLE, POPULATION TRENDS, PREDICTION, SOCIAL CHANGE, SOCIOCULTURAL PATTERNS, VALUES, WORK ATTITUDES, WORKING WOMEN
EARLIER PROJECTIONS OF LABOR SUPPLY AND SPECULATIONS ABOUT THE IMPACT ON VALUES AND LIFESTYLES ON WORK, LEISURE, AND WORK-LEISURE RELATIONSHIPS ARE REASSESSED IN LIGHT OF CURRENT EVENTS. PREVIOUS PROJECTIONS WERE THE BASIS FOR THREE ALTERNATIVE SCENARIOS OF POSSIBLE WORK-LEISURE RELATIONSHIPS. THE FIRST EXAMINED SOME OF THE IMPLICATIONS OF ARGUMENTS DEVELOPED BY CHARLES REICH IN THE GREENING OF AMERICA. THE SECOND WAS DEVELOPED AS AN ANTITHESIS TO THE FIRST AND TRACED THE IMPLICATIONS OF A RENEWED COMMITMENT TO FULL EMPLOYMENT AND THE PRESERVATION OF THE TRADITIONAL MEANING OF WORK. THE THIRD DEPICTED A BLENDING OF THE VALUES AND LIFE STYLES OF THE FIRST TWO. UPON EXAMINATION AFTER FOUR YEARS TIME, THE ELEMENTS WHICH INDUCED A PREFERENCE FOR THE THIRD ALTERNATIVE REQUIRE MODIFICATION BASED ON THE INCREASING ECONOMIC ACTIVITIES OF WOMEN, THE AGING OF THE BABY-BOOM, AND THE POTENTIAL RESOURCE SCARCITIES AND RECESSION. THE EMERGING TRENDS APPEAR TO SUGGEST A SHIFT FROM THE THIRD SCENARIO TO THE SECOND. PROJECTIONS OVER THE NEXT QUARTER CENTURY AND THEIR IMPLICATIONS ARE DISCUSSED. FOOTNOTES AND TABLES ARE INCLUDED. (AUTHOR/KSM)
ERIC: ED110354

1925 GARMENT LOOPER (KNIT GOODS) 6-14.410--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 6P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FEMALES, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NEEDLE TRADES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GARMENT LOOPER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE

(CONT.)
1925 PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED072065

1926 GARMENT PACKER (ANY IND.) 9-68.30--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GARMENT PACKER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED072061

1927 GAS SERVICEMAN 5-83.947--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, UTILITIES, GAS SERVICEMAN, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063394

1928 GASOLINE-ENGINE ASSEMBLER (ENGINE + TURBINE) 806.781: INTERNAL-COMBUSTION-ENGINE-ASSEMBLER (ENGINE + TURBINE) 806.781: OUTBOARD-MOTOR ASSEMBLER (ENGINE + TURBINE) 806.781--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), ENGINES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GASOLINE ENGINE ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY, INTERNAL COMBUSTION ENGINE ASSEMBLER, OUTBOARD MOTOR ASSEMBLER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059291

1929 GATHERING DATA ON RESIDENTS OF POVERTY AREAS 1975
KLEIN, D.P.
U.S. MONTHLY LABOR REVIEW, VOL.98, NO.2, FEB 1975, P. 38-44. BIBLIOG. 9

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1936 THEORY OF RACE AND SEX DISCRIMINATION AND RAISE SERIOUS QUESTIONS AS TO THE VALUE OF MANPOWER TRAINING AND OTHER FORMS OF HUMAN CAPITAL INVESTMENT. CHAPTER HEADINGS INCLUDE THE ECONOMIC GAME, THE OUTCOME OF THE ECONOMIC GAME, ECONOMIC EQUITY, DEVIANT OBSERVATIONS IN THE LABOR MARKET, JOB COMPETITION THE LABOR QUEUE, JOB COMPETITION THE JOB DISTRIBUTION, THE DISTRIBUTION OF PHYSICAL WEALTH, DISCRIMINATION AND THEORIES OF INCOME DETERMINATION, AND IMPLICATIONS. APPENDIXES INCLUDE A DO-IT-YOURSELF GUIDE TO MARGINAL PRODUCTIVITY, PROBABILITY AND THE LABOR QUEUE, AND THE RICHEST OF THE RICH AND A CACHE OF MULTIMILLIONAIRES. (AUTHOR/KJ)
AIM/ARM: VT103133 NATIONAL TECHNICAL INFORMATION SERVICE, U.S. DEPARTMENT OF COMMERCE, DEPARTMENT A, SPRINGFIELD, VIRGINIA 22151.

1937 GENERATING INEQUALITY: A REVIEW ARTICLE 1977
BARTH, M.C.
JOURNAL OF HUMAN RESOURCES, VOL.12, NO.1, WINTER 1977, P. 92-U02. BIBLIOG. 13
ECONOMICS, HUMAN RESOURCE DEVELOPMENT, INCOME, INCOME DISTRIBUTION, JOB TRAINING, LABOR, LABOR MARKET, PRODUCTIVITY
THUROWS BOOK ON THE SUBJECT IS REVIEWED. SPECIAL EMPHASIS IS ON THE FUTILITY OF THE THEORY OF MARGINAL PRODUCTIVITY OF LABOR.
MGMT: JHR77M0092

1938 THE GEOGRAPHIC DISPERSION OF MANUFACTURING INDUSTRY EMPLOYMENT IN THE UNITED STATES 1975
SIEGFRIED, J.J.; GRAWE, O.R.
INDUSTRIAL ORGANIZATION REVIEW, VOL.3, NO.3, 1975, P. 146-169. BIBLIOG. 29
CAPITAL, CORRELATION ANALYSIS, ECONOMICS, EMPLOYMENT, INDEX, INDUSTRY ANALYSIS, LABOR, MANUFACTURING, QUANTITATIVE METHODS, SOCIAL ISSUES, UNITED STATES
INTRODUCES AN INDEX COMMONLY EMPLOYED TO MEASURE MARKET SELLER CONCENTRATION AS A MEASURE OF GEOPOLITICAL CONCENTRATION OF INDUSTRY EMPLOYMENT. THE INDEX IS MODIFIED BY ADDING A DISTANCE SENSITIVE COMPONENT TO CREATE AN INDEX WHICH CAN MEASURE APPROXIMATE GEOGRAPHIC DISPERSION. THIS INDEX IS CALLED GEOGRAPHIC HERFINDHAL-HIRSCHMAN INDEX. SEVEN OTHER INDEXES ARE DESCRIBED AND EVALUATED.
MGMT: IOR7530146

1939 GEOGRAPHIC PROFILE OF EMPLOYMENT AND UNEMPLOYMENT, 1974 (AND SUPPLEMENT). 76
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 45P.
DEMOGRAPHY, EMPLOYMENT, EMPLOYMENT STATISTICS, LABOR FORCE, METROPOLITAN AREAS, STATE SURVEYS, STATISTICAL ANALYSIS, STATISTICAL DATA, TABLES (DATA), UNEMPLOYMENT
GEOGRAPHIC LABOR FORCE DATA FROM THE 1974 CURRENT POPULATION SURVEY (CPS) IS PRESENTED AND PROVIDES ANNUAL UNEMPLOYMENT, DEMOGRAPHIC, AND OCCUPATIONAL ESTIMATES FOR LARGE STATES AND METROPOLITAN AREAS. SECTION ONE CONTAINS THE 1974 TOTAL UNEMPLOYMENT ESTIMATES FOR 27 LARGE STATES AND 30 LARGE METROPOLITAN AREAS, WITH TWO TABLES. THESE ESTIMATES WERE USED BY THE DEPARTMENT OF LABOR IN 1975 FOR THE ALLOCATION OF FUNDS UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA). SECTION TWO PRESENTS 1974 CPS ANNUAL AVERAGE DEMOGRAPHIC AND OCCUPATIONAL ESTIMATES FOR 25 LARGE STATES AND 28 LARGE STANDARD METROPOLITAN STATISTICAL AREAS (SMSAS), WITH SIX TABLES. APPENDED MATERIAL DISCUSSES REVISED PROCEDURES FOR ESTIMATING EMPLOYMENT AND UNEMPLOYMENT FOR STATES AND AREAS: METROPOLITAN AREA GEOGRAPHIC DEFINITIONS FOR THE 30 LARGEST METROPOLITAN AREAS USED: STATISTICAL OUTLINE PROCEDURE, FOR ATYPICAL SAMPLE ESTIMATES: CHANGES IN THE OCCUPATIONAL CLASSIFICATION SYSTEM: AND FIVE STANDARD ERROR TABLES, WHICH THE BUREAU OF LABOR STATISTICS SUGGESTS ALL USERS CONSULT BEFORE DEVELOPING ANY COMPARATIVE ANALYSES. A FOUR-PAGE SUPPLEMENT CONTAINS REVISED TOTAL ESTIMATES FOR BALTIMORE, NEW YORK, PHILADELPHIA, ST. LOUIS, AND WASHINGTON, D.C. (LH)
ERIC: ED122024

1940 THE GEOGRAPHIC STRUCTURE OF UNEMPLOYMENT RATES 1975
SUM, A.M.; RUSH, T.P.
U.S. MONTHLY LABOR REVIEW, VOL.98, NO.3, MARCH 1975, P. 3-9.
ECONOMICS, INFLATION, REGIONAL PLANNING, STATISTICS, UNEMPLOYMENT
A GEOGRAPHIC STUDY OF UNEMPLOYMENT BETWEEN 1961 AND 1973 SHOWS REGIONAL LEVELS WITH GREATER RANGE OF DISTRIBUTION IN 1973THAN IN THE EARLY 1960S. INFLATIONARY ASPECTS OF GREATER ECONOMIC PRESSURE CAN BE DEALT WITH BY USE OF REGIONAL EXPANSIONARY MEASURES.
MGMT: UML75C0003

1941 GEORGIA LABOR MOBILITY DEMONSTRATION PROJECT. DECEMBER 1, 1967-DECEMBER 31, 1968. FINAL REPORT. 21 MAR 69
NOTES: 88P.
CHARTS, DEMONSTRATION PROJECTS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FINANCIAL SUPPORT, INDIVIDUAL CHARACTERISTICS, JOB DEVELOPMENT, LABOR MARKET, OCCUPATIONAL MOBILITY, PROGRAM DESCRIPTIONS, RECRUITMENT, RELOCATION, TABLES (DATA), UNEMPLOYED, GEORGIA LABOR MOBILITY DEMONSTRATION PROJECT
THE EFFECTIVENESS OF USING FINANCIAL ASSISTANCE AND SUPPORTIVE SERVICES WAS STUDIED IN ORDER TO INCREASE THE ABILITY OF UNEMPLOYED WORKERS AND REDUCE UNEMPLOYMENT IN GEORGIA. THE PROJECTS CLOSE COOPERATION WITH THE ONGOING PROGRAM OF THE EMPLOYMENT SERVICE IS EVIDENCED BY THE FACT THAT 99 PERCENT OF THE WORKERS OBTAINED THEIR JOBS THROUGH THE PUBLIC EMPLOYMENT SERVICE. LOCAL EMPLOYMENT SERVICE OFFICE MANAGERS AND AREA SUPERVISORS ASSISTED IN DESIGNING THE GOALS AND PURPOSES OF THE PROJECT, AND IN DERIVING THE METHODS OF OPERATION AND FUNCTIONAL POSITION OF LABOR MOBILITY. OF 793 PERSONS ELIGIBLE FOR

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1941 RELOCATION ASSISTANCE, 282 WERE SUCCESSFULLY PHYSICALLY RELOCATED 220 INTRASTATE RELATIONS AND 62 INTERSTATE RELOCATIONS. ONLY 38 RELOCATIONS WERE UNSUCCESSFUL, 30 INTRASTATE AND 8 INTERSTATE. ORGANIZATION AND STAFFING, OPERATIONS, AND THE RELOCATION PROCESS ARE DISCUSSED IN DETAIL. BASED ON FINDINGS WHICH EVIDENCE ACHIEVEMENT OF THE BASIC PURPOSES OF THE PROJECT, IT WAS CONCLUDED THAT AN ONGOING NATIONWIDE PROGRAM SIMILARLY CONDUCTED WOULD MATERIALLY AND POSITIVELY AFFECT THE NATIONAL ECONOMY. (CH)
AIM/ARM: VT009192

1942 A GERT MODEL TO MEET FUTURE ORGANIZATIONAL MANPOWER NEEDS 1975
BONHAM, T.W.; CLAYTON, E.R.; MOORE, L.J.
PERSONNEL JOURNAL, VOL.54, NO.7, JULY 1975, P. 402-406.
HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, LONG RANGE PLANNING , OBJECTIVES, LONG RANGE PLANNING AND OBJECTIVES, MANAGEMENT, MANAGEMENT TRAINING, MODELING
IF THE MANAGEMENT TRIES TO FORECAST THE FUTURE COURSE OF THE ORGANIZATION, IT HAS TO PLAN AHEAD FOR ITS MANPOWER NEEDS TOO. THE GRAPHICAL EVALUATION AND REVIEW TECHNIQUE (GERT) IS PRESENTED HERE WHICH DETERMINES THE FIRMS MANPOWER REQUIREMENTS, THROUGH AN ANALYTICAL STUDY OF A FIRMS VARIOUS INPUTS FOR THE TRAINING PROGRAM. THE ARTICLE DESCRIBES THE MODEL IN DETAIL.
MGMT: PEJ7540402

1943 GETTING CINDERELLA TO THE BALL JUL 70
MANPOWER:2:7:11-13
CULTURALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, INDUSTRY, MANPOWER UTILIZATION, NATIONAL INDUSTRIAL CONFERENCE BOARD, NICB
ERIC: EJ022771

1944 GETTING FIELD EXPERIENCE INTO THE CLASSROOM 1977
TRAINING, VOL.14, NO.6, JUNE 1977, P. 15.
HUMAN RESOURCE DEVELOPMENT, JOB TRAINING, PRODUCTION, TECHNOLOGICAL CHANGE, TRAINING AND DEVELOPMENT
DON SYLVESTER, CONSTRUCTION TRAINING AND DEVELOPMENT MANAGER FOR THE GAITHERSBURG POWER DIVISION OF BECHTEL POWER CORPORATION, HAS DEVELOPED A NEW TRAINING SYSTEM WHEREBY VIDEO TAPES ARE MADE OF NEW TECHNIQUES IN SITES WHERE THEY WILL ACTUALLY BE USED. THEN A COPY OF THE TAP IS SENT TO EACH OF THE COMPANYS CONSTRUCTION SITES, WHERE EMPLOYEES MAY VIEW IT AS OFTEN AS THEY LIKE. THIS METHOD AVOIDS THE TIME CONSUMING PROCESS OF GETTING A LARGE NUMBER OF EMPLOYEES TOGETHER FOR A SINGLE TRAINING SESSION.
MGMT: TRA77F0015

1945 GETTING HIRED, GETTING TRAINED: A STUDY OF INDUSTRY PRACTICES AND POLICIES ON YOUTH EMPLOYMENT. 65
NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH, WASHINGTON, D.C.
NOTES: 116P.
APPRENTICESHIPS, BIBLIOGRAPHIES, EMPLOYER ATTITUDES, FEMALES, HIGH SCHOOL GRADUATES, INDUSTRIAL TRAINING, INDUSTRY, INPLANT PROGRAMS, LABOR MARKET, MALES, MOTIVATION, OFF THE JOB TRAINING, ON THE JOB TRAINING, ORGANIZATION SIZE , PUBLIC SCHOOL SYSTEMS, SURVEYS, UNSKILLED WORKERS, VOCATIONAL EDUCATION, YOUTH EMPLOYMENT, CHARLOTTE, CONNECTICUT, HARTFORD, NORTH CAROLINA, WINSTON SALEM
A STUDY WAS MADE IN 1964 IN HARTFORD, CONNECTICUT, AND WINSTON-SALEM AND CHARLOTTE, NORTH CAROLINA, OF PROSPECTS FOR EMPLOYMENT AND UPGRADING OF YOUNG MALE ENTRY WORKERS. FEW COMPANIES HIRED WORKERS WITHOUT A HIGH SCHOOL DIPLOMA; THE MAJORITY REQUIRED EXPERIENCE. PERSONAL CONTACT, PUBLIC EMPLOYMENT SERVICE, GATE HIRES, AND ADVERTISEMENTS WERE THE MAJOR MEANS OF HIRING. THERE WAS A POSITIVE CORRELATION BETWEEN SIZE OF COMPANY AND FORMAL TRAINING; MANAGEMENT TRAINING WAS THE MOST COMMON OFFERING IN LARGE COMPANIES; IN SMALL COMPANIES TRAINING WAS MORE LIKELY TO CENTER ON SPECIFIC SKILLS. SOME COMPANIES, PARTICULARLY IN HARTFORD, HAD FORMAL APPRENTICESHIP SYSTEMS; FORMAL INPLANT PROGRAMS WERE FOR FEMALES, OR BLUE COLLAR WORKERS, OR FOR SPECIFIC JOBS; 32 COMPANIES MADE USE OF COMMUNITY FACILITIES, ESPECIALLY FOR TUITION REFUND PROGRAMS. THE LARGE MAJORITY OF BLUE COLLAR WORKERS LEARNED ON THE JOB. EMPLOYERS FELT THERE WAS NEED FOR IMPROVED BASIC EDUCATION, EXTENDED PREEMPLOYMENT OCCUPATIONAL TRAINING, ENHANCED MOTIVATION, EXTENSION OF ON THE JOB TRAINING, A POSITIVE LABOR MARKET POLICY, CHANGE IN THE IMAGE OF SERVICE JOBS, AND IMPROVED GUIDANCE. (APPENDIXES INCLUDE A GUIDE FOR SEMISTRUCTURED EMPLOYER INTERVIEW AND A SELECTED BIBLIOGRAPHY ON INDUSTRIAL TRAINING.) (ES)
ERIC: ED030026 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($.40)

1946 GETTING INTO THE ACT THE NEW FEDERALISM. COMMUNITY DEVELOPMENT RESEARCH SERIES. MAY 76
BARTON, AMY;AND OTHERS
CALIFORNIA UNIV., DAVIS. DEPT. OF APPLIED BEHAVIORAL SCIENCES.
NOTES: 17P.
CHANGE STRATEGIES, COMMUNITY CONTROL, COMMUNITY COORDINATION, COMMUNITY DEVELOPMENT, DEFINITIONS, FEDERAL AID, FEDERAL LEGISLATION, GOVERNMENTAL STRUCTURE, GRANTS, INFORMATION SOURCES, MODELS, PROGRAM DESCRIPTIONS, REGIONAL PLANNING, RURAL AREAS, SURVEYS, SYNTHESIS, CALIFORNIA (SACRAMENTO VALLEY), HOUSING AND COMMUNITY DEVELOPMENT ACT 1974, NEW FEDERALISM ACTS
DEFINING BASIC CONCEPTS RE THE NEW FEDERALISM ACTS, THIS MONOGRAPH PRESENTS THE FOLLOWING (1) SURVEY RESULTS OF A STUDY OF 21 SMALL CITIES IN THE CALIFORNIA SACRAMENTO

(CONT.)

1946 VALLEY DESIGNED TO DETERMINE WHY LOCAL ADMINISTRATIVE AND ELECTED OFFICIALS HAD OR HAD NOT TAKEN ADVANTAGE OF THE HOUSING AND COMMUNITY DEVELOPMENT ACT (H/CD) OF 1974; (2) SURVEY ANALYSIS (CITIES UNDER 5,000 LACKED THE GOVERNMENTAL STRUCTURE FOR H/CD PARTICIPATION; AVAILABILITY AND USE OF EXTERNAL TECHNICAL ASSISTANCE VIA COOPERATIVE ARRANGEMENTS IMPROVED A COMMUNITYS ABILITY TO INITIATE AN H/CD APPLICATION; AND GOVERNMENTAL CAPACITY HAS A STRONGER DETERMINING FACTOR THAN COMMUNITY NEED); (3) SUGGESTIONS FOR CHANGE WITH AN EMPHASIS UPON INTERNAL ADMINISTRATIVE CAPACITY AND COMPREHENSIVE PLANNING (CONSIDERATION OF THE COUNTY COOPERATIVE, THE CONFEDERATION OF COMMUNITIES, AND THE REGIONAL AGENCY MODELS AS ALTERNATIVES FOR CHANGE; DEVELOPMENT OF A SMALL COMMUNITY RESEARCH AND SERVICE INSTITUTE; UTILIZATION OF THE UNIVERSITY OF CALIFORNIAS COOPERATIVE EXTENSION SERVICE; DEVELOPMENT OF A RURAL POLICY MAKERS DEVELOPMENT PROGRAM, A COMMUNITY PROBLEM-SOLVING PROGRAM, AND A SMALL TOWN TECHNICAL ASSISTANCE TEAM); (4) A SUMMARY OF NEW FEDERALISM PROGRAMS (GENERAL REVENUE SHARING, H/CD, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, SOCIAL SERVICES AMENDMENTS, RURAL DEVELOPMENT ACT); (5) ADDITIONAL INFORMATION SOURCES RE THE NEW FEDERALISM ACTS. (JC)
ERIC: ED125844

1947 GETTING RID OF SEXISM IN PUBLICATIONS 1974
MANAGEMENT REVIEW, VOL.63, NO.12, DEC 1974, P. 30-33.
CAREER DEVELOPMENT, DISCRIMINATION, EEO, JOB DESCRIPTION, PERSONNEL MANAGEMENT, SUPERIORSUBORDINATE RELATIONSHIP, SUPERVISION, WOMEN IN BUSINESS
OUTLINES STEPS TO AVOID USING SEXIST LANGUAGE AND ENCOURAGING THE RECOGNITION OF THE APPROPRIATENESS OF BOTH MEN AND WOMEN IN VARIOUS OCCUPATIONS FOLLOWING SIMILAR CAREER PATHS.
MGMT: MRE74L0030

1948 GETTING UP STEAM FOR THE CETA EXPRESS OCT 75
BAKER, B. KIMBALL
MANPOWER:7:10:2-9
MANPOWER DEVELOPMENT, NATIONAL PROGRAMS, EMPLOYMENT PROGRAMS, PROGRAM EVALUATION, EMPLOYMENT OPPORTUNITIES, FEDERAL LEGISLATION, FEDERAL STATE RELATIONSHIP, JOB TRAINING, COMMUNITY INVOLVEMENT, DECENTRALIZATION, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA, TECHNICAL ASSISTANCE AND TRAINING, TECHNICAL ASSISTANCE GUIDES
PROGRESS DURING CETAS FIRST YEAR OF OPERATION IS REVIEWED. (AG)
ERIC: EJ125387

1949 GHETTOS (A BIBLIOGRAPHY WITH ABSTRACTS) JAN 75
ADAMS, GERALD M.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-SEP 1974 74P
BIBLIOGRAPHIES, URBAN AREAS, ETHNIC GROUPS, GHETTOS, BLACK WHITE COMPARISONS, OVERINDEBTEDNESS, HARD CORE UNEMPLOYED GROUPS, NTISNTIS
STUDIES ARE DOCUMENTED ON THE BLACK URBAN GHETTO INVOLVING POPULATION, LABOR AND EMPLOYMENT, ENVIRONMENT, SOCIOECONOMIC CONDITIONS, AND ECONOMIC POSSIBILITIES. SUBJECTS INCLUDE JOB PLACEMENT AND EMPLOYMENT; EDUCATIONAL, MANPOWER, MODEL CITY, AND COMMUNITY ACTION PROGRAMS; POVERTY GROUPS, AREAS, AND PLANNING; SOCIAL WELFARE; AND PRACTICAL PSYCHOLOGY APPLICATIONS, URBANIZATION, AND ALTERNATIVE STRATEGIES. OTHER TOPICS CONTAINED IN THE BIBLIOGRAPHYS 69 ABSTRACTS INCLUDE MIGRATION EFFECTS, POLICE RELATIONS, HOUSING AFFAIRS, DRUG ABUSE AND CRIME, BLACK-WHITE COMPARISONS, OVERINDEBTEDNESS, ATTITUDES, AND DISORDERS. PROBLEMS INCLUDE TRANSPORTATION DIFFICULTIES, HARDCORE UNEMPLOYED, VETERANS, AND RECREATION FOR CHILDREN.
NTIS: NTIS/PS-75/168/5ST NTIS PRICES PC$25.00/MF$25.00

1950 GIS DRAW ON JOB BANK OCT 72
MOSS, ALLAN L.
MANPOWER:4:10:26-27
COMPUTER ORIENTED PROGRAMS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, ENLISTED MEN, JOB MARKET, MANPOWER NEEDS, NATIONAL PROGRAMS, OCCUPATIONAL GUIDANCE, VOCATIONAL DEVELOPMENT, JOB BANK
SUMMARY OF JOB OPENINGS IN THE STATES DISTRIBUTED TO U.S. BASES IN THE FAR EAST, EUROPE, AND THE U.S. (EDITOR)
ERIC: EJ066321

1951 GLASS BLOWER, LABORATORY APPARATUS (INST. + APP.) 4-65.440--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 65
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, GLAZIERS, JOB APPLICANTS, JOB SKILLS, LABORATORY EQUIPMENT, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, TRADE AND INDUSTRIAL EDUCATION, GATB, GENERAL APTITUDE TEST BATTERY, GLASS BLOWER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD

(CONT.)
1951 DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED072048

1952 GLASS PRODUCTS INSPECTOR 8-65.01--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JAN 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, GLASS, INSPECTION, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, GLASS PRODUCTS INSPECTOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062441

1953 GLAZIER (CONST) 865.781--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, GLAZIERS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED062434

1954 GLUING-MACHINE OPERATOR 6-42.390--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, GLUING MACHINE OPERATORS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERIC APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066468

1955 GOGGLE GLASS CUTTER (OPTICAL GOODS) 713.884; LENS CUTTER (OPTICAL GOODS) 713.884--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JAN 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, GLASS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, GLASS CUTTER, LENS CUTTER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062412

1956 GOING BACK TO SCHOOL AT 35 AND OVER. SPECIAL LABOR FORCE REPORT 184. DEC 75
YOUNG, ANNE MCDOUGALL
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 12P.
ADULT CHARACTERISTICS, ADULT STUDENTS, COLLEGE ATTENDANCE, HIGHER EDUCATION, LABOR FORCE, NATIONAL SURVEYS, SAMPLING, SECONDARY SCHOOLS, STATISTICAL SURVEYS, STUDENT ENROLLMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL SCHOOLS
THE REPORT, BASED ON A 1974 SAMPLE OF 47,000 HOUSEHOLDS, DESCRIBES THE SCHOOL ENROLLMENT OF OLDER ADULTS WORKING TOWARD A HIGH SCHOOL OR COLLEGE DIPLOMA OR A TRADE SCHOOL CERTIFICATE. DATA, SUMMARIZED IN NARRATIVE AND TABULAR FORM, SHOW THAT TWO-THIRDS OF THE ONE AND ONE-HALF MILLION STUDENTS AGE 35 AND OVER IN THE UNITED STATES WERE ENROLLED IN COLLEGE (INCLUDING 285,000 IN GRADUATE SCHOOL), AND ABOUT 400,000 WERE ATTENDING TRADE OR VOCATIONAL SCHOOL. THE REMAINDER (80,000) WERE ENROLLED IN HIGH SCHOOL. ABOUT 14(OF THE ADULTS IN SCHOOL WERE BLACK. WOMEN STUDENTS IN THE GROUP GENERALLY HAD HIGHER LABOR FORCE PARTICIPATION RATES, AGE FOR AGE, THAN WOMEN IN THE POPULATION AS A WHOLE. YOUNGER MALE STUDENTS IN THE GROUP HAD RATES SIMILAR TO THOSE OF THEIR NONSTUDENT CONTEMPORARIES. THE RATE FOR MALE STUDENTS 45 AND OVER WAS SUBSTANTIALLY HIGHER THAN FOR NONSTUDENTS. THIS FINDING SUGGESTS THAT OLDER PERSONS IN SCHOOL HAD A VERY STRONG ATTACHMENT TO THE WORK FORCE, AND THEIR SCHOOL ENROLLMENT WAS THEREFORE ANCILLARY TO CAREER DEVELOPMENT. A FOUR-PAGE EXPLANATORY NOTE BRIEFLY DESCRIBES THE BASIC LABOR FORCE CONCEPTS, SAMPLE DESIGN, ESTIMATING METHODS, AND RELIABILITY OF THE DATA. (AUTHOR/MS)
ERIC: ED126240

1957 GOING BACK TO SCHOOL AT 35. 73
YOUNG, ANNE M.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
MONTHLY LABOR REVIEW:OCT 1973
NOTES: 10P.; SPECIAL LABOR FORCE REPORT 159
ADULT BASIC EDUCATION, ADULT EDUCATION, AGE DIFFERENCES, COLLEGE STUDENTS, CONTINUOUS LEARNING, CONVENTIONAL INSTRUCTION, ENROLLMENT TRENDS, LABOR FORCE, NEGRO STUDENTS, OCCUPATIONAL SURVEYS, RACIAL DIFFERENCES, SEX DIFFERENCES, STUDENT ENROLLMENT, VOCATIONAL SCHOOLS
AS PART OF THE OCTOBER 1972 CURRENT POPULATION SURVEY, DATA WERE OBTAINED FOR THE FIRST TIME ON THE SCHOOL ENROLLMENT STATUS OF PERSONS 35 YEARS OF AGE AND OVER, BY TYPE OF SCHOOL AND LABOR FORCE STATUS. THIS SURVEY DIFFERS FROM OFFICE OF EDUCATION FIGURES ON ADULT EDUCATION IN THAT IT INCLUDES ONLY THOSE PERSONS GOING TO SCHOOL TO EARN A DEGREE OR TO TRAIN FOR AN OCCUPATION. IT REVEALS THAT 1.5 MILLION ADULTS 35 YEARS OF AGE AND OVER WERE ENROLLED IN OR ATTENDING SCHOOL IN OCTOBER, 1972. OF STUDENTS AGE 35 AND OVER, THREE-FOURTHS ARE IN THE LABOR FORCE AND MORE THAN HALF ARE IN COLLEGE. DATA IN TABLES ARE DIFFERENTIATED FURTHER BY SEX, AGE, AND RACE. IMPLICATIONS FOR FURTHER RESEARCH INDICATED BY THE AUTHOR ARE THE FACTORS INDUCING OLDER ADULTS TO RETURN TO SCHOOL, FOLLOW-UP INFORMATION ON THE USES MADE OF EDUCATION AND TRAINING TAKEN IN MATURE YEARS, AND FINANCING OF SCHOOLING. (EA)
ERIC: ED085579 SPECIAL LABOR FORCE REPORTS, BUREAU OF LABOR STATISTICS; U. S. DEPARTMENT OF LABOR, WASHINGTON, D. C. 20212

1958 GOOD INTENTIONS: TO CUT THE DEFICIT 1975
BUSINESS WEEK, NO.2413, DEC 29, 1975, P. 46-47.
BUDGETARY CONTROL, DEFICIT, ECONOMIC FORECAST, ECONOMIC RECOVERY, ENERGY, EXTERNAL ENVIRONMENT, FEDERAL RESERVE SYSTEM, FINANCE, GNP, GOVERNMENT SPENDING, HOUSING, SEC, TAX REFORM, UNEMPLOYMENT
INVESTORS HOPE CONTROL WILL BE REGAINED OVER A $75 BILLION DEFICIT BUDGET IN 1976 AND THE FED IS EXPECTED TO TIGHTEN SLIGHTLY, WITH A PUSH UP IN SHORT-TERM RATES WHICH WILL NOT AFFECT RECOVERY. AREAS OF ACTION ANTICIPATED ARE ENERGY, ENVIRONMENT, HOUSING, DEFENSE, CAPITAL FORMATION AND SECURITIES AND BANKING.
MGMT: BWE75L2946

1959 GOVERNMENT AND BUSINESS:ADVERSARIES OR PARTNERS FOR THE PUBLIC GOOD 1975
SHAPIRO, I.S.
THE PERSONNEL ADMINISTRATOR, VOL.20, NO.3, MAY 1975, P. 34-39.
ANTITRUST LAWS, CAPITAL INVESTMENTS, COMMUNICATION SYSTEMS, CONTROL AND PLANNING, ECONOMICS, ENVIRONMENTAL CONSTRAINTS, GOVERNMENT REGULATION, HEALTH BENEFITS, INFLATION, OSHA, PENSION PLAN, POLLUTION, PRODUCTIVITY, RECESSION, UNEMPLOYMENT
THE ADVERSARY RELATIONSHIP OF BUSINESS AND GOVERNMENT AND SUGGESTS THE NEED FOR COOPERATION ON ECONOMIC ISSUES OF NATIONAL INTEREST ARE DISCUSSED.
MGMT: PA075E0034

1960 THE GOVERNMENT-INFLATION FIGHTER OR FOIL 1974
CHRISTOPHER, M.
FINANCE, VOL.92, NO.10, NOV 1974, P. 36-40.
CIVIL SERVICE, ECONOMIC RECOVERY, ECONOMICS, EFFICIENCY, EMPLOYEES, GOVERNMENT BUREAUCRACY, INFLATION, PRODUCTIVITY, PUBLIC ADMINISTRATION, UNEMPLOYMENT
THE RELATIVE EFFICIENCY OF GOVERNMENT EMPLOYEES IS OPEN TO QUESTION. ADDING BODIES TO PUBLIC PAYROLLS MAY HINDER RATHER THAN ENCOURAGE ECONOMIC RECOVERY.
MGMT: FIN74K0036

1961 GOVERNMENTAL ECONOMIC INTERVENTION AND THE MERIT SYSTEM 1977
FINKLE, A.L.
PUBLIC PERSONNEL MANAGEMENT, VOL.6, NO.2, MARCH-APRIL 1977, P. 78-83.
CIVIL SERVICE, COMPETITION, ECONOMIC TRENDS, ECONOMICS, EDUCATION, GOVERNMENT REGULATION, GOVERNMENTAL CONTROL, HUMAN RESOURCE DEVELOPMENT, JOB TRAINING, PERSONNEL MANAGEMENT, PUBLIC ADMINISTRATION, UNEMPLOYMENT
EDUCATION AND TRAINING SYSTEMS SUCH AS CETA AND THE PUBLIC WORKS EMPLOYMENT ACT ARE EXAMINED AS TO EFFECT OF GOVERNMENT INTERVENTIONS IN MERIT SYSTEMS. SUCH PROGRAMS MUST ACCOMMODATE EACH OTHER TO WORK TO THE BEST ADVANTAGE IN MAINTAINING FULL EMPLOYMENT. SOLUTIONS ARE PROPOSED.
MGMT: PPM77C0078

1962 GOVERNMENTS CAN DO MORE FOR JOBLESS 1977
INTERNATIONAL MANAGEMENT, VOL.32, NO.3, MARCH 1977, P. 6.
ECONOMICS, GOVERNMENT AID, GOVERNMENT POLICY, UNEMPLOYMENT
GOVERNMENT INCENTIVES SHOULD BE AIMED AT TURNING RECRUITERS TO THE UNEMPLOYED AND POSSIBLY CATEGORIZING THE OLDER WORKER AS DISABLED.
MGMT: IMG77C0006-3

1963 GRADUATE STUDENT SURVEY, 1972-1973. PHYSICS MANPOWER REPORT. AUG 74
AMERICAN INST. OF PHYSICS, NEW YORK, N.Y.
NOTES: 12P.
DEGREES (TITLES), EDUCATIONAL FINANCE, GRADUATE STUDENTS, GRADUATE STUDY, HIGHER EDUCATION, JOB MARKET, MINORITY GROUPS, PHYSICS, STATISTICAL DATA, STUDENT CHARACTERISTICS, SURVEYS
AT THE BEGINNING OF THE ACADEMIC YEAR 1972-73 THE GRADUATE PHYSICS STUDENT POPULATION WAS 11,804. THE 173 DOCTORATE GRANTING INSTITUTIONS AND THE 137 MASTERS GRANTING INSTITUTIONS REPORTED ENROLLMENTS OF 10,227 AND 1,577 GRADUATE PHYSICS STUDENTS, RESPECTIVELY. THE DATA FOR THIS GRADUATE STUDENT SURVEY COMES FROM INDIVIDUAL GRADUATE STUDENTS WHOSE NAMES AND ADDRESSES WERE SUPPLIED BY PHYSICS DEPARTMENT CHAIRMAN. OF THE 10,794 STUDENT NAMES AND ADDRESSES RECEIVED FROM THE CHAIRMAN, 6,770 STUDENTS RETURNED USABLE QUESTIONNAIRES. THE TABLES, BAR GRAPH, AND FLOW DIAGRAMS INCLUDED IN THIS REPORT PRESENT DATA CONCERNING PERCENTAGE OF DEGREE RECIPIENTS: CHARACTERISTIC OF THE GRADUATE PHYSICS STUDENT POPULATION, 1972-73: CHARACTERISTICS OF MINORITY GROUP RESPONDENTS: CHARACTERISTICS OF NEW PHYSICS DOCTORATE RECIPIENTS, 1969-73: 1972-73 SOURCES OF GRADUATE SUPPORT BY YEARS OF GRADUATE STUDY: EMPLOYMENT OPPORTUNITIES FOR 1972-73 GRADUATE PHYSICS DEGREE RECIPIENTS BY SUBFIELD: AND BACKGROUND CHARACTERISTICS OF 1972-73 PHYSICS DOCTORATE RECIPIENTS. (MJM)
ERIC: ED096938

1964 GRADUATE, THEN WHAT--JOBS IN HEALTH. A REPORT ON THE USE OF RADIO AS A RECRUITMENT TOOL FOR THE HEALTH OCCUPATIONS. 70
NATIONAL INSTITUTES OF HEALTH, BETHESDA, MD. DIV. OF PHYSICIAN MANPOWER.
NOTES: 14P.
CAREER PLANNING, DISADVANTAGED YOUTH, EDUCATIONAL RADIO, EMPLOYMENT OPPORTUNITIES, HEALTH OCCUPATIONS, MANPOWER NEEDS, OCCUPATIONAL GUIDANCE, PILOT PROJECTS, RECRUITMENT
TO EVALUATE THE USE OF RADIO AS A MEANS OF RECRUITING MINORITY STUDENTS INTO THE HEALTH FIELDS, 11 SCHOOLS IN THE SAN FRANCISCO BAY AREA WERE SELECTED TO PARTICIPATE IN A PROGRAM OF WEEKLY RADIO BROADCASTS STUDYING 11 HEALTH PROFESSIONS WITH MANPOWER SHORTAGES. A COMBINATION PANEL AND QUESTION AND ANSWER FORMAT WAS USED FOR THE BROADCASTS. MEETINGS WERE HELD WITH SCHOOL REPRESENTATIVES BEFORE THE PROGRAM BEGAN TO DISCUSS TOPICS, OBJECTIVES, AND OTHER TECHNICAL MATTERS AS WELL AS AFTER THE FOURTH BROADCAST TO ASSESS REACTIONS AND DIFFICULTIES ENCOUNTERED. A FOLLOWUP SURVEY WAS CONDUCTED AFTER THE SERIES ENDED. ALTHOUGH ATTENDANCE FIGURES AND OTHER STATISTICAL DATA WERE INCOMPLETE, THE PROJECT STAFF REPORTED THAT THE PROGRAMS WERE EFFECTIVE IN PRODUCING INTEREST AND ENTHUSIASM, PARTICULARLY IN SCHOOLS IN WHICH FACULTY AND ADMINISTRATORS TOOK A PERSONAL INTEREST IN HELPING DISADVANTAGED STUDENTS EXAMINE THEIR INTERESTS AND CAPABILITIES. RESULTS DEMONSTRATE THAT TWO-WAY RADIO BROADCASTS ARE A PROMISING MEANS OF RECRUITING DISADVANTAGED STUDENTS INTO THE HEALTH PROFESSIONS. RECOMMENDATIONS ARE PROVIDED FOR PLANNING, STAFF, PHYSICAL ARRANGEMENTS, CRITERIA FOR

(CONT.)

1929 BLUE COLLAR WORKER, CITIES, ECONOMICS, INCOME, LABOR FORCE, MINORITIES, POPULATION, POVERTY, STATISTICS, UNEMPLOYMENT, WHITE COLLAR WORKER, WOMEN IN BUSINESS
A DISCUSSION OF THE FACTORS THAT DISTINGUISH THE RESIDENTS OF POVERTY AREAS FROM THE REST OF THE POPULATION.
MGMT: UML7580038

1930 GENERAL APTITUDE TEST BATTERY TRAINING SUCCESS NORMS AND EMPLOYMENT SUCCESS NORMS. PROJECT MINI-SCORE FINAL TECHNICAL REPORT.   MAR 72
PUCEL, DAVID J.;NELSON, HOWARD F.
MINNESOTA UNIV., MINNEAPOLIS. DEPT. OF TRADE AND INDUSTRIAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. DIV. OF COMPREHENSIVE AND VOCATIONAL RESEARCH.
NOTES: 74P.
STANDARDIZED TESTS, PREDICTIVE ABILITY (TESTING), PROGNOSTIC TESTS, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, SUCCESS FACTORS, TABLES (DATA), APTITUDE TESTS, OCCUPATIONAL CLUSTERS, GROUP NORMS, PROFILE EVALUATION, VOCATIONAL EDUCATION, TECHNICAL EDUCATION, PROJECT MINI SCORE, GENERAL APTITUDE TEST BATTERY, GATB
PRESENTED IN THIS DOCUMENT ARE TRAINING SUCCESS NORMS DEVELOPED FROM DATA ON POST-SECONDARY VOCATIONAL EDUCATION STUDENTS AS COLLECTED BY MEANS OF THE GENERAL APTITUDE TEST BATTERY (GATB) FROM STUDENTS ACCEPTED TO AND GRADUATED FROM FULL-TIME DAY PROGRAMS IN THE 24 COOPERATING MINNESOTA SCHOOLS FROM SEPTEMBER 1966 - JULY 1970. INCLUDED IS INFORMATION ON (1) PROJECT MINI-SCORE OCCUPATIONAL TRAINING PROGRAM GROUPS, (2) APTITUDE SCORE PROFILES, TRAINING SUCCESS NORMS, (3) APTITUDE SCORE PROFILES, EMPLOYMENT SUCCESS NORMS, (4) APTITUDE SCORE MEANS, STANDARD DEVIATIONS AND NUMBER OF OBSERVATIONS FOR GROUPS USED IN PREPARING TRAINING SUCCESS NORMS, (5) APTITUDE SCORE MEANS, STANDARD DEVIATIONS, AND NUMBER OF OBSERVATIONS FOR GROUPS USED IN PREPARING EMPLOYMENT SUCCESS NORMS, AND (6) STUDENT PROFILE SHEET--GATB APTITUDE SCORE. ALSO INCLUDED IS INFORMATION ON USING THE PREPARED PROFILES IN COUNSELING SITUATIONS. RELATED DOCUMENTS ARE AVAILABLE AS VT 016 148, VT 016 149, VT 016 151, AND VT 016 152, IN THIS ISSUE. (JS)
AIM/ARM: VT016150

1931 GENERAL APTITUDE TEST BATTERY. TRAINING SUCCESS NORMS AND EMPLOYMENT SUCCESS NORMS. PROJECT MINI-SCORE, FINAL TECHNICAL REPORT.   MAR 72
PUCEL, DAVID J.;NELSON, HOWARD F.
MINNESOTA UNIV., MINNEAPOLIS. DEPT. OF TRADE AND INDUSTRIAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D. C. DIV. OF COMPREHENSIVE AND VOCATIONAL RESEARCH.
NOTES: 71P.
APTITUDE TESTS, GROUP NORMS, OCCUPATIONAL CLUSTERS, PREDICTIVE ABILITY (TESTING), PROFILE EVALUATION, PROGNOSTIC TESTS, STANDARDIZED TESTS, SUCCESS FACTORS, TABLES (DATA), TECHNICAL EDUCATION, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, GATB, GENERAL APTITUDE TEST BATTERY, PROJECT MINI SCORE
PRESENTED IN THIS DOCUMENT ARE TRAINING SUCCESS NORMS DEVELOPED FROM DATA ON POST-SECONDARY VOCATIONAL EDUCATION STUDENTS AS COLLECTED BY MEANS OF THE GENERAL APTITUDE TEST BATTERY (GATB) FROM STUDENTS ACCEPTED TO AND GRADUATED FROM FULL-TIME DAY PROGRAMS IN THE 24 COOPERATING MINNESOTA SCHOOLS FROM SEPTEMBER 1966 - JULY 1970. INCLUDED IS INFORMATION ON (1) PROJECT MINI-SCORE OCCUPATIONAL TRAINING PROGRAM GROUPS, (2) APTITUDE SCORE PROFILES, TRAINING SUCCESS NORMS, (3) APTITUDE SCORE PROFILES, EMPLOYMENT SUCCESS NORMS, (4) APTITUDE SCORE MEANS, STANDARD DEVIATIONS AND NUMBER OF OBSERVATIONS FOR GROUPS USED IN PREPARING TRAINING SUCCESS NORMS, (5) APTITUDE SCORE MEANS, STANDARD DEVIATIONS, AND NUMBER OF OBSERVATIONS FOR GROUPS USED IN PREPARING EMPLOYMENT SUCCESS NORMS, AND (6) STUDENT PROFILE SHEET--GATB APTITUDE SCORE. ALSO INCLUDED IS INFORMATION ON USING THE PREPARED PROFILES IN COUNSELING SITUATIONS. RELATED DOCUMENTS ARE AVAILABLE AS VT 016 148, VT 016 149, VT 016 151, AND VT 016 152. (JS)
ERIC: ED064523

1932 THE GENERAL EQUILIBRIUM EFFECTS OF GOVERMENTAL EXPENDITURES ON THE FAMILY DISTRIBUTION OF INCOME   MAY 75
MEDOFF, JAMES LAWRENCE
HARVARD UNIV., CAMBRIDGE, MASS.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-25-74-41
NOTES: FINAL REPT.   137P
ECONOMIC ANALYSIS, GOVERNMENT POLICIES, NTISLABPEL, NTISLABETA
THIS REPORT PRESENTS A COMPUTABLE GENERAL EQUILIBRIUM MODEL OF THE U.S. ECONOMY. THE MODEL WAS DESIGNED FOR ANALYSIS OF THE DISTRIBUTIONAL ASPECTS AND IMPLICATIONS OF THE DEMANDS FOR GOODS AND FACTORS ASSOCIATED WITH VARIOUS GOVERNMENTAL EXPENDITURE FUNCTIONS.
NTIS: PB-274 344/1ST   NTIS PRICES PC A07/MF A01

1933 THE GENERAL EQUILIBRIUM IMPACT OF ALTERNATIVE ANTIPOVERTY STRATEGIES INCOME MAINTENANCE, TRAINING AND JOB CREATION. DISCUSSION PAPERS 386-77.   FEB 77
BISHOP, JOHN H.
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. 51-55-73-04
NOTES: 48P.
ECONOMIC FACTORS, EMPLOYMENT PROGRAMS, JOB TRAINING, LOW INCOME GROUPS, MATHEMATICAL MODELS, POVERTY PROGRAMS, POVERTY RESEARCH, SKILLED WORKERS, UNSKILLED WORKERS, INCOME

(CONT.)
1933 MAINTENANCE, NEGATIVE INCOME TAX, WAGE SUBSIDIES
THIS PAPER ATTEMPTS TO PROVIDE A GENERAL EQUILIBRIUM FRAMEWORK FOR COMPARING THE MERITS OF ALTERNATIVE METHODS OF RAISING THE INCOME OF THE EMPLOYABLE POOR. THE STRATEGY IS TO SPECIFY A COMPLETE AND INTERACTING SET OF FACTOR MARKETS, PARAMETERIZE ALTERNATIVE PROGRAM TYPES IN A MANNER CONVENIENT TO THIS SPECIFICATION, AND THEN SOLVE THE SYSTEM OF EQUATIONS THAT CHARACTERIZE THIS ECONOMY FOR THE COMPARATIVE STATIC RESPONSE TO THE INITIATION OF A SMALL VERSION OF EACH PROGRAM TYPE. WITHIN THE INCOME MAINTENANCE CATEGORY THE RANKINGS IMPLICIT IN IMPACT EFFECT ANALYSIS RECUR WHEN GENERAL EQUILIBRIUM EFFECTS ARE CONSIDERED. WAGE SUBSIDIES ARE MORE TRANSFER-EFFICIENT THAN THE NEGATIVE INCOME TAX, OR EARNING SUPPLEMENTS. THE SIZE OF POLICY MULTIPLIERS ARE, HOWEVER, QUITE SENSITIVE TO ELASTICITIES OF SUBSTITUTION IN PRODUCTION. THE GENERAL EQUILIBRIUM IMPACT OF TARGETED EMPLOYMENT AND TRAINING PROGRAMS IS QUITE DIFFERENT FROM THE IMPACT EFFECT. EXPANDING THE EMPLOYMENT OF THE SKILLED LOWERS THE INCOME OF THE LESS SKILLED, ESPECIALLY WHEN ELASTICITIES OF SUBSTITUTION AND OCCUPATIONAL CHOICE ARE LOW. IN GENERAL, EQUILIBRIUM EFFECTS OF TRANSFERRING WORKERS FROM THE LOW TO THE HIGH SKILLED WORK FORCE IMPLY THAT EDUCATION AND TRAINING ARE BY FAR THE MOST EFFECTIVE MEANS OF AIDING THE LOW SKILLED. (AUTHOR/AM)
ERIC: ED139849

1934 GENERAL PRACTITIONER 070.103 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 53
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PHYSICIANS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, GENERAL PRACTITIONER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060079

1935 GENERALIZATIONS RELATED TO CONCEPTS IMPORTANT FOR YOUTH ORIENTATION TO THE WORLD OF WORK. 67
WARREN, MARY A.;AND OTHERS
OKLAHOMA UNIV., NORMAN. RESEARCH INSTITUTION. OKLAHOMA STATE BOARD FOR VOCATIONAL EDUCATION, STILLWATER.
NOTES: 77P.
CONCEPT FORMATION, CURRICULUM RESEARCH, ENVIRONMENTAL INFLUENCES, FUNDAMENTAL CONCEPTS, GENERALIZATION, HIGH SCHOOL STUDENTS, INDIVIDUAL NEEDS, MODELS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, SOCIOECONOMIC INFLUENCES, TECHNOLOGICAL ADVANCEMENT, VOCATIONAL EDUCATION, WORK ATTITUDES
A BASIC FIRST STEP IN BUILDING A CURRICULUM CONTRIBUTING TO THE ORIENTATION OF YOUTH TO WORLD OF WORK IS IDENTIFICATION OF CONCEPTS IMPORTANT TO THAT ORIENTATION. IN THIS STUDY, THE GENERALIZATIONS WITHIN THE CONCEPT FRAMEWORK WERE IDENTIFIED THROUGH A DEVELOPMENTAL PROCESS OF ANALYSIS AND SYNTHESIS, INCLUDING A REVIEW OF CURRENT LITERATURE, A REVIEW OF THE FINDINGS OF THE EARLIER CONCEPT CONFERENCE, AN EVALUATION CONFERENCE, AND A COMPILATION OF FINDINGS BY PROJECT STAFF, AND AN INDIVIDUAL AND GROUP STUDY OF MATERIALS BY NATIONAL, STATE, AND LOCAL CONSULTANTS, AND BY YOUTH. THE CONCEPT AND GENERALIZATION FRAMEWORK WAS DIVIDED INTO THREE AREAS (1) PERSONAL INFLUENCES WHICH INCLUDE HUMAN NEEDS, VALUES AND INDIVIDUAL PERSONALITIES, (2) ENVIRONMENTAL INFLUENCES WHICH INCLUDE TECHNOLOGY, AUTOMATION, ECONOMIC FRAMEWORK AND WORK OPPORTUNITY, AND (3) PERSONAL-ENVIRONMENTAL INFLUENCES WHICH INCLUDE VOCATIONAL PLANS AND WORK ATTITUDES. THROUGH USE OF THIS FRAMEWORK, EQUALITY OF OPPORTUNITY FOR STUDENTS OF VARYING ABILITIES AND SOCIOECONOMIC LEVELS IS POSSIBLE. (CH)
ERIC: ED029998

1936 GENERATING INEQUALITY THE DISTRIBUTIONAL MECHANISMS OF THE ECONOMY. JAN 75
THUROW, LESTER C.
MASSACHUSETTS INST. OF TECH., CAMBRIDGE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 299P.; SOME TABULAR MATERIALS MAY NOT REPRODUCE WELL, BEST COPY AVAILABLE.
ECONOMIC RESEARCH, MODELS, PERSONNEL SELECTION, ECONOMICS, HUMAN CAPITAL, ON THE JOB TRAINING, INCOME, SEX DISCRIMINATION, MINORITY GROUPS, MANPOWER DEVELOPMENT
THE AUTHOR ADOPTS A JOB COMPETITION AS OPPOSED TO THE NEOCLASSICAL WAGE COMPETITION MODEL OF THE LABOR MARKET. IN THIS MODEL, JOBSEEKERS BACKGROUND CHARACTERISTICS ARE USED BY EMPLOYERS TO SELECT WORKERS AND TO PREDICT POTENTIAL SUCCESS ON THE JOB AND THE EXTENT OF TRAINING NEEDED. ON-THE-JOB TRAINING IS THE PRIMARY SOURCE OF COGNITIVE SKILL AND THEREFORE THE PRIMARY DETERMINANT OF PRODUCTIVITY. THE FINDINGS OFFER AN ALTERNATIVE

(CONT.)
1964 PANELISTS, STUDENT PARTICIPATION, PUBLICITY, FOLLOWUP COORDINATION, AND REPORTING PROCEDURES. (SB)
ERIC: ED050230 NATIONAL INSTITUTES OF HEALTH, INFORMATION OFFICE, BLDG 31, ROOM 3B-11, BETHESDA, MD. 20014

1965 GRADUATED READING LIST FOR USERS OF PROGRAMMED INSTRUCTION. SEP 71
CAYTON, PAUL W., COMP.
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. DRAPER CORRECTIONAL CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 18P.
ANNOTATED BIBLIOGRAPHIES, BEHAVIORAL OBJECTIVES, CONCEPT TEACHING, INDIVIDUALIZED INSTRUCTION, MOTIVATION TECHNIQUES, PROGRAMED INSTRUCTION, READING MATERIALS, REINFORCEMENT, ROLE PERCEPTION, TEACHER ROLE, THEORIES, DRAPER CORRECTIONAL CENTER
IN ORDER TO GIVE THE TRAINING CENTER JUST BEGINNING TO USE PROGRAMMED INSTRUCTION (PI) A HEAD START, A GRADUATED ANNOTATED READING LIST IS PRESENTED. HAVING READ THIS LITERATURE, THE READER SHOULD BE ABLE TO IDENTIFY BEHAVIORAL OBJECTIVES, DEFINE PROGRAMMED INSTRUCTION AND INDIVIDUALIZED INSTRUCTION, AND UNDERSTAND THE TEACHER OR LEARNING MANAGERS ROLE IN USING PI FOR INDIVIDUALIZED INSTRUCTION. THE BIBLIOGRAPHY IS DIVIDED INTO THREE MAJOR SECTIONS (1) PROGRAMMED INSTRUCTION THEORY AND PRINCIPLES, PROGRAMMING, USE OF, EVALUATING, PAST-PRESENT-FUTURE, (2) CONTINGENCY MANAGEMENT AND OTHER MOTIVATIONAL METHODS, AND (3) SOURCES OF PROGRAMMED MATERIALS. A TOTAL OF 38 ENTRIES ARE MADE. (AUTHOR/CK)
ERIC: ED059440

1966 GRADUATES OF THE NORFOLK PROJECT 1 YEAR LATER. MANPOWER EVALUATION REPORT NUMBER 5. OCT 65
QUINLAN, PIERCE A.
OFFICE OF MANPOWER, AUTOMATION AND TRAINING (DOL), WASHINGTON, D.C.
NOTES: 30P.
VOCATIONAL FOLLOWUP, GRADUATES, DROPOUTS, ADULT VOCATIONAL EDUCATION, NEGROES, MALES, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS, NORFOLK PROJECT
THIS REPORT REVIEWS EMPLOYMENT EXPERIENCE OF GRADUATES OF THE NORFOLK PROJECT, A PROGRAM TO TRAIN DISADVANTAGED PERSONS. THE CUMULATIVE EMPLOYMENT RATE OVER THE INTERVENING YEAR WAS 99 PERCENT FOR GRADUATES, AND AT THE TIME OF THE EVALUATION, 41 PERCENT HAD TRAINING-RELATED JOBS. ONE OF THE MOST IMPORTANT EFFECTS OF THE PROGRAM WAS THE GRADUATES WILLINGNESS AND ABILITY TO REMAIN ON A JOB FOR AN EXTENDED PERIOD. WHILE RACIAL DISCRIMINATION DID NOT APPEAR TO LIMIT EMPLOYMENT AGE OVER 45 AND POLICE RECORDS DID. THE EFFECTS OF TRAINING SEEMED TO DROP OVER TIME. MASONRY GRADUATES WERE THE MOST SUCCESSFULLY EMPLOYED, EARNING ABOUT $4.00 PER HOUR. DUE TO CUTBACKS AT A LOCAL PLANT AND LOW ENTPY WAGES, CUSTODIAL GRADUATES WERE DISILLUSIONED AND HAD A TENDENCY TO FALL BACK ON PREVIOUS PATTERNS OF UNEMPLOYMENT. AUTO MECHANICS GRADUATES, WITH POOR EDUCATIONAL BACKGROUNDS, SHORT TRAINING PERIODS, AND LACK OF EXPERIENCE HAD DIFFICULTY IN OBTAINING EMPLOYMENT. ELECTRONICS GRADUATES, ALTHOUGH HAVING THE HIGHEST EDUCATIONAL BACKGROUND, ALSO EXPERIENCED DIVERSE EMPLOYMENT PROBLEMS. (EM)
AIM/ARM: VT003901

1967 THE GREAT AMERICAN DEGREE MACHINE. AN ECONOMIC ANALYSIS OF THE HUMAN RESOURCE OUTPUT OF HIGHER EDUCATION. 75
ADKINS, DOUGLAS L.
CARNEGIE COMMISSION ON HIGHER EDUCATION , BERKELEY, CALIF. FORD FOUNDATION, NEW YORK, N.Y.; NATIONAL INST. OF MENTAL HEALTH (DHEW), ROCKVILLE, MD.; NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.
NOTES: 690P.
ACADEMIC ASPIRATION, AGE, CHANGING ATTITUDES, CREDENTIALS, DATA ANALYSIS, DEGREES (TITLES), ECONOMIC CHANGE, EDUCATIONAL DEMAND, EDUCATIONAL ECONOMICS, FEMALES, HIGHER EDUCATION, INPUT OUTPUT ANALYSIS, MALES, MANPOWER UTILIZATION, MODELS, SOCIAL MOBILITY, TREND ANALYSIS, UNITS OF STUDY (SUBJECT FIELDS)
THIS DOCUMENT STUDIES THE CHANGES IN THE TOTAL NUMBER OF HOLDERS OF BACHELORS AND MORE ADVANCE DEGREES FROM 1930 TO 1971 AND PROVIDES DETAILED ANNUAL ESTIMATES OF DEGREE HOLDERS IN 44 FIELDS. CONSIDERED ARE FOUR POSSIBLE MODELS THAT MIGHT EXPLAIN THE STEADY GROWTH IN THE NUMBER OF DEGREES AWARDED AND THE CHANGES THAT OCCURRED IN THEIR DISTRIBUTION BY LEVEL AND BY FIELD. OF THESE, THE TWO MOST IMPORTANT AND DISTINCTIVE ARE THE TECHNOGENIC MODEL, WHICH INTERPRETS THE ASPIRATION FOR DEGREES AS A RESPONSE TO THE GROWTH OF THE ECONOMY AND ITS CHANGING DEMANDS FOR VARIOUS TYPES OF HIGHLY EDUCATED MANPOWER, AND THE SOCIOGENIC MODEL, WHICH SEES LITTLE RELATIONSHIP BETWEEN CHANGES IN THE LABOR MARKET AND ASPIRATIONS FOR DEGREES EITHER BY LEVEL OR BY FIELD, BUT RATHER TENDS TO REGARD THE STEADY INCREASE IN THE DEMAND FOR HIGHER EDUCATION AS A MANIFESTATION OF CONSTANTLY INCREASING DESIRES FOR UPWARD SOCIAL MOBILITY. THE SOCIOGENIC MODEL ALSO VIEWS THE TENDENCY OF EMPLOYERS TO UPGRADE THEIR EDUCATIONAL REQUIREMENTS, AND THE UPWARD TREND IN THE PROPORTION OF YOUNG PEOPLE ASPIRING TO HIGHER DEGREES, AS TWIN FORCES CONTRIBUTING TO THE PHENOMENON OF CREDENTIALISM. ALTHOUGH NO DECISIVE CONCLUSION IS ARRIVED AT, DATA DOES NOT SEEM TO SUPPORT THE TECHNOGENIC MODEL. (AUTHOR/KE)
ERIC: ED116583 MCGRAW HILL BOOK COMPANY, 1221 AVENUE OF THE AMERICAS, NEW YORK, NEW YORK 10020 ($14.00)

1968 GREECE. CME COUNTRY REPORTS . JUL 74
COUNCIL OF EUROPE, STRASBOURG (FRANCE). DOCUMENTATION CENTER FOR EDUCATION IN EUROPE.
NOTES: 3P.; FOR RELATED DOCUMENTS, SEE RC 008 093-099; RC 008 101-108
ACCULTURATION, FEDERAL LEGISLATION, FOREIGN CULTURE, IMMIGRANTS, LANGUAGE PLANNING, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MIGRANT CHILD EDUCATION, MIGRANT WORKERS, NATIONAL PROGRAMS, NATIVE SPEAKERS, SECOND LANGUAGE LEARNING, TEACHER EXCHANGE PROGRAMS, TEACHER PLACEMENT, GREECE
THERE IS NO IMMIGRATION PROBLEMS IN GREECE TODAY. ON THE CONTRARY, THE COUNTRYS ECONOMIC DEVELOPMENT MAKES IT NECESSARY FOR GREEK WORKERS WHO HAVE EMIGRATED TEMPORARILY TO RETURN AND BE INTEGRATED INTO THE PRODUCTION SYSTEM. THE EDUCATIONAL POLICY FOR EMIGRANT WORKERS CHILDREN INVOLVES (1) ENSURING THAT CHILDREN WHO HAVE SETTLED ABROAD KNOW THEIR MOTHER TONGUE; AND (2) GIVING THEM THE OPPORTUNITY TO PURSUE THEIR EDUCATION IN SECONDARY AND HIGHER EDUCATION ESTABLISHMENTS WHEN THEY RETURN HOME. THE MAJOR PIECE OF MIGRANT EDUCATION LEGISLATION IS DECREE NUMBER 695/1970. ARTICLE 1 OF THIS ESTABLISHES THE NATURE OF THE ORGANISATION OF GREEK SCHOOLS ABROAD; ARTICLE 2 IS CONCERNED WITH THE TEACHING STAFF ABROAD, WHO ARE PAID BY THE GREEK GOVERNMENT. DECREE NUMBER 1197/1972 COVERS ENTRANCE EXAMINATIONS TO BE TAKEN BY RETURNING MIGRANT CHILDREN WHO WERE TAUGHT PRIVATELY AT HOME; DECREE NUMBER 664/1969 GOVERNS THE ENROLLMENT IN GREEK SCHOOLS OF PUPILS RETURNING FROM GREEK SCHOOLS ABROAD. NO STATISTICS OR DOCUMENTATION WERE GIVEN. (KM)
ERIC: ED096058 NOT AVAILABLE SEPARATELY, SEE RC 008 093

1969 GREEN POWER: THE CORPORATION AND THE URBAN CRISIS. 69
COIORNE, GEORGE S.
NOTES: 199P.
BLACK POWER, BUSINESS, ECONOMIC DEVELOPMENT, EMPLOYMENT PRACTICES, FEDERAL GOVERNMENT, INDUSTRY, INNER CITY, LABOR UNIONS, LAW ENFORCEMENT, MANAGEMENT, MANPOWER DEVELOPMENT, NEGROES, RESPONSIBILITY, UNEMPLOYMENT, VIOLENCE
THIS BOOK ARGUES THAT BLACK UNEMPLOYMENT AND THE PROBLEMS OF URBAN UNREST MUST BE CONFRONTED BY BUSINESS, AND THAT THE SOLUTION IS INESCAPABLY A MANAGEMENT RESPONSIBILITY. THE AUTHOR FIRST DISCUSSES THE CAUSES AND DIMENSIONS OF THE URBAN CRISIS, INADEQUACIES OF PAST AND PRESENT FEDERAL ANTIPOVERTY PROGRAMS, LIMITATIONS OF RIOT CONTROL AND MILITARY MANPOWER POLICY AS SOLUTIONS, AND THE IMPLICATIONS OF NEGRO PURCHASING POWER AND OTHER FORMS OF BLACK POWER. HE THEN URGES THE BUSINESS COMMUNITY, NOT ONLY TO EMPLOY MORE SLUM DWELLERS AND GHETTO RESIDENTS, BUT ALSO TO TRAIN THEM FOR JOB ADVANCEMENT AND HELP THEM TO BECOME INDEPENDENT BUSINESSMEN. FINALLY, HE RECOMMENDS SPECIFIC POLICIES AND COURSES OF ACTION FOR CORPORATION LEADERS, MIDDLE MANAGERS, INDUSTRIAL FOREMEN, LABOR UNIONS, AND THE FEDERAL GOVERNMENT ITSELF. (LY)
ERIC: ED035798 PITMAN PUBLISHING CORPORATION, 6 EAST 43RD ST., NEW YORK, N.Y. 10017 ($5.95)

1970 GRID OPERATOR 6-98.251 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, ELECTRICAL OCCUPATIONS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, GRID OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061322

1971 GROCERY CHECKER (RET. TR.) 299.468--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JAN 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.; REVISED
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD STORES, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, GROCERY CHECKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING

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1971 SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062409

1972 GROUP COUNSELING WITH DISADVANTAGED YOUTH IN AN EMPLOYMENT SETTING 70 MAR
WATERLAND, JEAN C.
J EMPLOYMENT COUNSELING;7;1;3-7
CULTURALLY DISADVANTAGED, DISADVANTAGED YOUTH, EMPLOYMENT COUNSELORS, EMPLOYMENT SERVICES, GROUP COUNSELING, GROUP DYNAMICS, GROUP GUIDANCE, GROUPS, OCCUPATIONAL GUIDANCE, SUBEMPLOYMENT
DISCUSSES (1) CHARACTERISTICS OF THE DISADVANTAGED; (2) PRINCIPLES OF GROUP SELECTION AND GROUP INTERACTION; AND (3) GROUP COUNSELING TECHNIQUES - CONTINUITY, RESULTS, TALKING AND INFLUENCING BEHAVIOR. (EK)
ERIC: EJ017778

1973 GROUP DEVELOPMENT-A QUESTION OF CONSULTING STRATEGY 1974
MARGERISON, C.J.
JOURNAL OF EUROPEAN TRAINING, VOL.3, NO.3, 1974, P. 247-263. BIBLIOG. 9
BEHAVIORAL SCIENCE, CONSULTANT, MANAGEMENT, MANAGEMENT BY OBJECTIVES, ORGANIZATIONAL DEVELOPMENT, TEAM APPROACH, TECHNOLOGICAL CHANGE, TRAINING AND DEVELOPMENT
DISCUSSION OF VARIOUS TYPES OF ORGANIZATIONAL DEVELOPMENT THROUGH GROUP PROCESSES CONSULTATION, SPECIFICALLY: TASK, ROLE, PERSON, AND ATTITUDE CONSULTATION.
MGMT: JTR7430247

1974 THE GROUP GUIDANCE PROGRAM A GROUP CAREER GUIDANCE AND JOB PLACEMENT PROGRAM FOR HIGH SCHOOL YOUTH (VOLUME 3--WORKSHOP TRAINING MANUAL). 15 JUN 73
TURKINGTON, KEITH;AND OTHERS
VOCATIONAL GUIDANCE SERVICE, HOUSTON, TEX. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-82-46-68-42
NOTES: 169P.
CAREER EDUCATION, CURRICULUM PLANNING, GROUP DYNAMICS, GUIDANCE PROGRAMS, HIGH SCHOOL STUDENTS, INSERVICE PROGRAMS, JOB PLACEMENT, MANUALS, OCCUPATIONAL GUIDANCE, SCHOOL PERSONNEL, SECONDARY EDUCATION, VOCATIONAL DEVELOPMENT, WORKSHOPS
THIS TRAINING MANUAL IS A STAFF GUIDE IN THE PRESENTATION OF A TRAINING WORKSHOP FOR PARTICIPATING SCHOOL PERSONNEL. THE TRAINING MANUAL COVERS ALL ASPECTS OF THE GROUP GUIDANCE PROGRAM INCLUDING BASIC GROUP THEORY, CURRICULUM SELECTION AND/OR DEVELOPMENT, STUDENT GROUP SCHEDULING, POST-HIGH SCHOOL PLANNING, OCCUPATIONAL RESOURCES, JOB DEVELOPMENT AND PLACEMENT, AND FOLLOW-UP ACTIVITIES. THESE AREAS ARE DESIGNED TO BE TRANSMITTED TO WORKSHOP PARTICIPANTS THROUGH SEMINARS, LECTURE DISCUSSIONS, GROUP ACTIVITIES (STRUCTURED AND UNSTRUCTURED) AND TASK-ORIENTED GROUPS. (AUTHOR)
ERIC: ED134870 NATIONAL TECHNICAL INFORMATION SERVICE, 5285 PORT ROYAL ROAD, SPRINGFIELD, VIRGINIA 22151 (HC $4.75, MF $1.45, ORDER NUMBER PB-222 411)

1975 THE GROUP GUIDANCE PROGRAM A GROUP CAREER GUIDANCE AND JOB PLACEMENT PROGRAM FOR SECONDARY YOUTH. VOLUME IV A COMMUNITY RESOURCE MANUAL--PROTOTYPE. 15 JUN 73
DELANEY, JOAN
VOCATIONAL GUIDANCE SERVICE, HOUSTON, TEX. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 212P.
COMMUNITY DEVELOPMENT, CRITERIA, GROUP GUIDANCE, INFORMATION SOURCES, MANUALS, RESOURCE MATERIALS, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, VOCATIONAL SCHOOLS, VOCATIONAL TRAINING CENTERS, HOUSTON
THE COMMUNITY RESOURCE MANUAL IS A COMPILATION OF BASIC INFORMATION ABOUT THE HOUSTON AREA, INCLUDING PUBLIC AND PRIVATE TRAINING SCHOOLS. OTHER AREAS REPLICATING THE GROUP GUIDANCE PROGRAM COULD USE THE MANUAL AS A FORMAT OR GUIDE TO THE GATHERING OF SIMILAR DATA PERTAINING TO THEIR OWN COMMUNITIES. THE MANUAL IS MEANT TO BE USED BY STUDENTS, COUNSELORS, TEACHERS AND PARENTS, AS BASIC DATA AND CRITERIA FOR THE SELECTION OF A TRAINING SCHOOL. (AUTHOR)
ERIC: ED084447 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-222 412, MF $1.45, HC $5.00)

1976 THE GROUP GUIDANCE PROGRAM CAREER GUIDANCE THROUGH GROUP DYNAMICS FOR SECONDARY SCHOOL STUDENTS. VOLUME II. CURRICULUM MATERIALS. 15 JUN 73
TURKINGTON, KEITH;ANDERSON, CAROL
VOCATIONAL GUIDANCE SERVICE, HOUSTON, TEX. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 324P.; SEE ALSO CE000513
CAREER EDUCATION, GROUP DYNAMICS, GROUP GUIDANCE, INSTRUCTIONAL MATERIALS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, SECONDARY GRADES, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT
VOLUME 2 OF A TWO VOLUME REPORT ON STUDENT CURRICULUM MATERIALS IS INTENDED FOR USE IN A GROUP CAREER GUIDANCE PROGRAM. INCLUDED ARE GROUP SESSION OUTLINES WITH COMPLETE FACILITATOR INSTRUCTIONS AND STUDENT GROUP MATERIALS, EITHER DEVELOPED OR USED BY THE ORIGINAL GROUP GUIDANCE PROGRAM. MOST OF THE GROUP SESSIONS INVOLVE THE CASE STUDY

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1976 METHOD: HOWEVER, THERE ARE OTHER TECHNIQUES INCLUDING THE USAGE OF PENCIL AND PAPER, RESOURCE PERSONS, AND ROLE PLAYING IN THE CONTEXT OF A TASK-ORIENTED GROUP GUIDANCE PROCESS. THE CURRICULUM MATERIALS ARE ORGANIZED UNDER THREE MAIN HEADINGS SELF-AWARENESS, LABOR MARKET INFORMATION, AND TOOLS FOR EMPLOYMENT. (AUTHOR)
ERIC: ED084372 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 222 124, MF $1.45, HC $6.00, PAPER COPY ALSO AVAILABLE FOR $11.00 PER SET OF 2 REPORTS AS PB 222 122 SET)

1977 THE GROUP GUIDANCE PROGRAM CAREER GUIDANCE THROUGH GROUPS. VOLUME I. OPERATIONS MANUAL. 15 JUN 73
MEYER, JUDY;ANDERSON, CAROL
VOCATIONAL GUIDANCE SERVICE, HOUSTON, TEX. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 308P.; SEE ALSO CE 000 514
CAREER EDUCATION, GROUP DYNAMICS, GROUP GUIDANCE, MANPOWER NEEDS, MANUALS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, PROGRAM PLANNING, SECONDARY GRADES, SELF CONCEPT, VOCATIONAL COUNSELING
THE GROUP GUIDANCE PROGRAM IS A COMPREHENSIVE CAREER GUIDANCE PROGRAM DESIGNED TO PREPARE YOUNG ADULTS FOR A POSITIVE TRANSITION FROM HIGH SCHOOL TO SUITABLE EMPLOYMENT OR POST-HIGH SCHOOL TRAINING. THE PROGRAM MATERIALS DEAL WITH THREE MAJOR AREAS SELF-AWARENESS, LABOR MARKET INFORMATION, AND TOOLS FOR EMPLOYMENT. VOLUME I OF A TWO VOLUME MANUAL REPORTS ON HOW STUDENTS IN THE PROGRAM MEET IN SMALL GROUPS--BASED ON THE ASSUMPTION THAT COLLECTIVELY, THEY ARE AWARE OF MANY FACETS OF THE WORLD OF WORK AND IF PROPERLY STIMULATED, CAN TEACH ONE ANOTHER MORE EFFECTIVELY THAN CAN AN ADULT TEACH THEM THROUGH FORMALIZED PRESENTATIONS. THE OPERATIONS MANUAL IS WRITTEN AS A GUIDE TO ASSIST SCHOOL DISTRICTS AND OTHER INTERESTED AGENCIES IN DEVELOPING THEIR OWN OPERATIONAL GROUP CAREER GUIDANCE PROGRAMS. PORTIONS OF THIS DOCUMENT ARE NOT FULLY LEGIBLE. (AUTHOR)
ERIC: ED084371 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 222 123, MF $1.45, HC $6.00, PAPER COPY ALSO AVAILABLE FOR $11.00 PER SET OF 2 REPORTS AS PB 222 122 SET)

1978 A GROUP ORIENTATION APPROACH FOR FACILITATING THE WORK OF ADJUSTMENT OF THE HARD-CORE UNEMPLOYED. FINAL REPORT. 69
ROSEN, HJALMAR;TEAHAN, JOHN E.
WAYNE STATE UNIV., DETROIT, MICH.
NOTES: 209P.
BEHAVIOR PATTERNS, CHANGING ATTITUDES, CONTROL GROUPS, DISADVANTAGED GROUPS, EXPERIMENTAL GROUPS, GROUP DYNAMICS, MALES, MOTIVATION TECHNIQUES, NEGROES, ORIENTATION, PARTICIPANT CHARACTERISTICS, UNEMPLOYED, VALUES, VOCATIONAL ADJUSTMENT
THE MAJOR OBJECTIVE OF THIS PROJECT WAS TO ACHIEVE A LASTING INTEGRATION OF NEGRO HARD-CORE UNEMPLOYED MEN IN AN ONGOING CORPORATE WORK FORCE. IT WAS INTENDED TO DEVELOP VALUES NECESSARY FOR SUCCESSFUL EMPLOYMENT, PARTICULARLY WITH REGARD TO REGULARITY OF ATTENDANCE, PUNCTUALITY, CONFORMITY TO WORK RULES AND REGULATIONS, AND MOTIVATION TO ACCEPT AND PERFORM JOB DEMANDS. THE GENERAL ASSUMPTION BEHIND THIS STUDY IS THAT EFFECTIVE EMPLOYMENT OF THE HARD-CORE UNEMPLOYED IS DEPENDENT ON DUAL ACCULTURATION, INVOLVING MUTUAL ADAPTATIONS BY THE NEW WORKERS AND THEIR EMPLOYERS (ESPECIALLY FIRST LINE SUPERVISORS). (AUTHORS/LY)
ERIC: ED037638 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (PB-188-045, MF $0.65, HC $3.00)

1979 GROWTH IN THE GREENHOUSE APR 76
CROSS, JEANNIE
AMERICAN VOCATIONAL JOURNAL:51:4:63-4
MENTAL RETARDATION, VOCATIONAL REHABILITATION, VOCATIONAL TRAINING CENTERS, PROGRAM DESCRIPTIONS, TRAINING TECHNIQUES, MELWOOD HORTICULTURAL TRAINING CENTER, MARYLAND
THE TEACHING APPROACH UTILIZED BY THE MELWOOD HORTICULTURAL TRAINING CENTER IN THE VOCATIONAL TRAINING OF THE MENTALLY RETARDED IS DESCRIBED AS DEMANDING, BUT THE TECHNIQUES ARE BASED ON A BELIEF IN HUMANISM, AN INDIVIDUALIZED APPROACH, AND COMMON SENSE. (EC)
ERIC: EJ137453

1980 GUARANTEED INCOME AND SPANISH-SURNAMED EFFECTS ON ARIZONAS LABOR SUPPLY 1976
BACA, H.P.
ARIZONA BUSINESS, VOL.13, NO.8, OCT 1976, P. 15-21.
ECONOMIC THEORY, ECONOMICS, LABOR FORCE, MINORITIES, SOCIAL ISSUES
STUDY UTILIZED THE THEORY OF LABOR-LEISURE CHOICE TO ANALYZE THE EFFECTS OF NONEMPLOYMENT INCOME AND SPANISH SURNAMED ETHNICITY UPON LOW-SKILL LABOR SUPPLY FUNCTION IN ARIZONA. RESULTS SUGGEST NONEMPLOYMENT INCOME DOES NOT IMPACT NEGATIVELY ON THE LABOR SUPPLY AND SPANISH-SURNAMED WORKERS SUPPLY MORE LABOR AT COMPARABLE WAGES THAN NON-SPANISH SURNAMED WORKERS.
MGMT: AR976J0G15

1981 GUARANTEED JOBS FOR ALL 1976
ROSEN, G.R.
DUNS REVIEW, VOL.107, NO.5, MAY 1976, P. 46-48.
ECONOMICS, FULL EMPLOYMENT, GOVERNMENT REGULATION, INFLATION, LEGISLATION, PUBLIC ADMINISTRATION, UNEMPLOYMENT
DESCRIBES THE HUMPHREY-HAWKINS FULL-EMPLOYMENT BILL WHICH WOULD HAVE AS ITS GOAL A 3%

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1981 UNEMPLOYMENT RATE WITHIN FOUR YEARS. THE BILL WHICH SHOULD BE THROUGH THE HOUSE AND SENATE BY LABOR DAY, IS CONSIDERED INFLATIONARY AND AN ELECTION YEAR GIMMICK BY PRESIDENT FORD.
MGMT: DUN76E8046

1982 GUIDANCE AND COUNSELING IN RURAL JOB CORPS CENTERS. FINAL REPORT. 15SEP65
LOUGHARY, JOHN W.
OREGON STATE SYSTEM OF HIGHER EDUCATION, MONMOUTH, TEACHING RESEARCH DIV.
NOTES: 30P.
COUNSELING GOALS, DISADVANTAGED YOUTH, FEDERAL PROGRAMS, GUIDANCE COUNSELING, OUT OF SCHOOL YOUTH, POVERTY PROGRAMS, PROGRAM IMPROVEMENT, RESEARCH PROJECTS, RURAL EDUCATION, VOCATIONAL EDUCATION, JOB CORPS
THE OBJECTIVES OF THE 8-WEEK PROJECT WERE TO CLARIFY AND FURTHER DEFINE GUIDANCE AND COUNSELING NEEDS OF CORPSMEN IN RURAL JOB CORPS CENTERS, UNDERSTAND AND DESCRIBE ONGOING GUIDANCE AND COUNSELING PROCEDURES IN RURAL CENTERS, AND IDENTIFY WAYS IN WHICH GUIDANCE AND COUNSELING COULD BE IMPROVED. INFORMATION WAS OBTAINED THROUGH SITE VISITATIONS TO FOUR RURAL CENTERS, TWO URBAN CENTERS, THE OFFICE OF ECONOMIC OPPORTUNITY IN WASHINGTON, D.C., AND DISCUSSIONS WITH PERSONNEL FROM TWO ADDITIONAL URBAN CENTERS AND A WOMENS JOB CORPS CENTER. ALTHOUGH JOBCORPSMEN HAD THE SAME KINDS OF DEVELOPMENTAL NEEDS AS OTHER PEOPLE, THEY WERE GENERALLY UNABLE TO SATISFY THESE NEEDS WITHOUT CAREFUL ASSISTANCE. APPROXIMATELY 80 PERCENT OF STAFF-CORPSMEN INTERACTIONS IN THE JOB CORPS CENTERS WERE EITHER COUNSELING AND GUIDANCE OR AT LEAST POTENTIALLY GUIDANCE-ORIENTED EXPERIENCES. RESIDENT COUNSELORS WERE OVERWORKED AND UNDERPAID, AND PROCEDURES AND MATERIALS AVAILABLE FOR USE IN COUNSELING WERE INADEQUATE. RECOMMENDATIONS FOR A GUIDANCE AND COUNSELING PROGRAM INCLUDED (1) DIRECT SERVICES FOR CORPSMEN IN THE AREAS OF SELF-UNDERSTANDING, ENVIRONMENTAL INFORMATION, SOCIAL ADJUSTMENT SKILLS, PERSONAL DECISION MAKING, AND PROBLEM SOLVING, (2) AN INFORMATION SYSTEM AS THE BASIC COMPONENT OF THE PROGRAM, (3) A COMPREHENSIVE INSERVICE PROGRAM FOR COUNSELORS AND OTHER STAFF MEMBERS, AND (4) OPERATIONAL PACKAGES OF PROCEDURAL AND INSTRUCTIONAL MATERIALS TO ASSIST IN RECURRING TASKS IN THE CENTERS. (PS)
ERIC: ED015319

1983 GUIDANCE FOR URBAN DISADVANTAGED YOUTH. 71
HALLBERG, EDMOND C., ED.
AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION, WASHINGTON, D.C.
NOTES: 243P.
BEHAVIORAL COUNSELING, CHANGING ATTITUDES, COUNSELING PROGRAMS, CULTURAL DIFFERENCES, DISADVANTAGED YOUTH, ECONOMICALLY DISADVANTAGED, EDUCATIONALLY DISADVANTAGED, EQUAL EDUCATION, GUIDANCE PROGRAMS, MINORITY GROUPS, OCCUPATIONAL GUIDANCE, SOCIALLY DISADVANTAGED, TESTING PROBLEMS, URBAN YOUTH, VOCATIONAL COUNSELING
ONLY WITHIN THE PAST DECADE HAVE THE SPECIAL PROBLEMS OF SOCIALLY, ECONOMICALLY, AND CULTURALLY DIFFERENT URBAN YOUTH RECEIVED SOME OF THE SPECIAL ATTENTION THAT IS NEEDED. THE WIDE RANGE OF GUIDANCE AND COUNSELING EFFORTS DIRECTED TOWARD PROBLEMS OF URBAN YOUTH ARE COVERED IN THIS VOLUME OF REPRINTS FROM AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION JOURNALS. THEY PRESENT A BROAD SPECTRUM OF THE PROBLEMS AND SOME POSSIBLE SOLUTIONS. EDUCATORS FAILURES TO ACCEPT CULTURAL DIFFERENCES HAVE PLACED ADDITIONAL BURDENS ON THE URBAN DISADVANTAGED YOUTH. RESEARCH AND OBSERVATIONS DURING THE 1960S REVEALED THAT MANY DISADVANTAGED YOUTH ARE NOT DEVIANT BUT DIFFERENT, AND SO ARE THEIR OPPORTUNITIES. THE MATERIALS REPRINTED HERE CONSIST PRINCIPALLY OF WRITINGS BY GUIDANCE SPECIALISTS IN THE AREAS OF LEARNING AND EDUCATIONAL OPPORTUNITY, COUNSELING, TESTING, AND VOCATIONAL GUIDANCE. (MF)
ERIC: ED070872 AMERICAN PERSONNEL AND GUIDANCE ASSN., 1607 NEW HAMPSHIRE AVE., WASHINGTON, D.C. 20009

1984 A GUIDANCE PROJECT TO INVESTIGATE CHARACTERISTICS, BACKGROUND, AND JOB EXPERIENCES OF SUCCESSFUL AND UNSUCCESSFUL ENTRY WORKERS IN THREE SELECTED INDUSTRIES. FINAL REPORT. 30SEP66
GORMAN, ROBERT E.
MONTANA STATE DEPT. OF PUBLIC INSTRUCTION, HELENA.: MONTANA UNIV., MISSOULA.
NOTES: 57P.
COUNSELORS, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, FIELD EXPERIENCE PROGRAMS, FIELD INTERVIEWS, JOB ANALYSIS, OCCUPATIONAL SURVEYS, PERSISTENCE, VOCATIONAL COUNSELING, WORK ATTITUDES, WORK EXPERIENCE, HELENA, MISSOULA
FIFTEEN CERTIFIED SECONDARY SCHOOL COUNSELORS PARTICIPATED IN AN ON-THE-JOB INVESTIGATION OF THREE SELECTED INDUSTRIES IN MONTANA--MINING, LUMBERING, AND CONSTRUCTION. THE PURPOSES WERE TO (1) PROVIDE THE PARTICIPATING COUNSELORS WITH ON-THE-JOB KNOWLEDGE ESSENTIAL FOR ENGAGING IN MORE EFFECTIVE VOCATIONAL COUNSELING OF SECONDARY SCHOOL STUDENTS AND (2) PRESENT RECOMMENDATIONS FOR PERSONNEL MANAGEMENT IN THE COOPERATING INDUSTRIES FOR INCREASING THE CHANCES FOR SUCCESS AMONG ENTRY WORKERS. DURING A 1-WEEK ORIENTATION, THE COUNSELORS RECEIVED INSTRUCTION IN THE PARTICIPANT-OBSERVER METHODOLOGY OF INVESTIGATION AND IN THE CASE STUDY-INTERVIEW-FIELD DIARY PROCEDURE OF DATA COLLECTING, AND ATTENDED AN INDUSTRIAL MANAGEMENT SEMINAR AND A UNION SEMINAR (BOTH 1-DAY PROGRAMS). AFTER ORIENTATION, THE COUNSELORS WERE EMPLOYED FOR 7 WEEKS AS ENTRY WORKERS ON UNSKILLED AND SEMISKILLED JOBS IN MINING, LUMBERING, OR CONSTRUCTION, DRAWING UNION WAGES. THEY WORKED AS MINERS, MACHINISTS HELPERS, AND LABORERS. THEY JOINED UNIONS AND ATTENDED UNION MEETINGS. THEY KEPT DAILY FIELD DIARIES OF OBSERVATIONS, EXPERIENCES, AND CONVERSATIONS, AND CONDUCTED CASE STUDIES WHERE POSSIBLE. COMPLETING THIS WORK PERIOD, THE COUNSELORS WERE BROUGHT TOGETHER FOR 1 WEEK

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1984 TO ANALYZE THEIR FINDINGS. CHARACTERISTICS AND JOB EXPERIENCES OF BOTH SUCCESSFUL AND UNSUCCESSFUL ENTRY WORKERS WERE DESCRIBED, AND REASONS FOR THEIR SUCCESSES OR FAILURES DELINEATED. RECOMMENDATIONS FOR VOCATIONAL COUNSELING PROGRAMS AND FOR FUTURE ON-THE-JOB INVESTIGATIONS WERE MADE. (JH)
ERIC: ED011976

1985 GUIDE FOR EMPLOYMENT SERVICE COUNSELORS IN CORRECTIONAL MDTA PROGRAMS. 72
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. DRAPER CORRECTIONAL CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 101P.
ADULT COUNSELING, ADULT VOCATIONAL EDUCATION, COMMUNITY INVOLVEMENT, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, EMPLOYMENT COUNSELORS, EMPLOYMENT SERVICES, GUIDES, JOB TRAINING, MANPOWER DEVELOPMENT, ON THE JOB TRAINING, PRISONERS, PROGRAM GUIDES, REHABILITATION, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA
THIS GUIDE IS DESIGNED AS AN AID FOR EMPLOYMENT SERVICE COUNSEOLORS IN MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) PROGRAMS FOR INMATES OF CORRECTIONSL INSTITUTIONS. IT PROVIDES SUGGESTIONS WHICH MAY BE HELPFUL IN (1) FINDING AND DEVELOPING TRAINING-RELATED AND OTHERWISE DESIRABLE JOBS FOR GRADUATES OF MDTA PROGRAMS IN CORRECTIONAL INSTITUTIONS: (2) MATCHING INDIVIDUAL TRAINEES TO AVAILABLE JOBS, IN TERMS OF TRAINING RELATEDNESS, LOCATION, AND OTHER JOB CONDITIONS BENEFICIAL TO THE TRAINEES: (3) ARRANGING FOR THE PROVISION OF SUPPORTIVE SERVICES AND EMPLOYMENT SERVICES AS NEEDED TO KEEP EACH TRAINEE SUCCESSFULLY EMPLOYED: AND (4) KEEPING THE COMPLETE AND ACCURATE FOLLOW-UP DATA WHICH IS NEEDED TO BRING ABOUT IMPROVEMENTS IN PROGRAMS. SOME MAJOR TOPICS COVERED ARE JOB DEVELOPMENT, TRAINEE DEVELOPMENT AND PLACEMENT, FOLLOW-UP SUGGESTIONS, AND BONDING INFORMATION. INCLUDED ARE SAMPLES OF FORMS IN THE REHABILITATION PROCESSES. (LS)
ERIC: ED065746

1986 A GUIDE FOR UTILIZING VOLUNTEER TECHNICAL ASSISTANCE BY A NATIONAL ALLIANCE OF BUSINESSMEN (NAB) METRO. DEC 73
HUMAN INTERACTION RESEARCH INST., LOS ANGELES, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 50P.
ADMINISTRATOR GUIDES, COMMUNITY CONSULTANT PROGRAMS, DISADVANTAGED GROUPS, INDUSTRIAL TRAINING, PROGRAM DESCRIPTIONS, TECHNICAL ASSISTANCE, VOLUNTEERS, JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
TO IMPROVE THE JOBS PROGRAM OF THE NATIONAL ALLIANCE OF BUSINESSMEN METROS, A FEASIBILITY STUDY WAS CONDUCTED IN WHICH EXISTING TECHNICAL ASSISTANCE PROGRAMS WERE EXAMINED, PROBLEMS ANALYZED, AND RECOMMENDATIONS FORMULATED. THE STUDY RESULTED IN THE GUIDE TO BE USED IN PROMOTING EFFECTIVE COMPANY TRAINING PROGRAMS FOR DISADVANTAGED PEOPLE. IT OUTLINES WAYS IN WHICH A LINK MAY BE ESTABLISHED BEWTEEN COMPANIES NEEDING ASSISTANCE BY A GROUP OF VOLUNTEER PEOPLE WHO HAVE EXPERIENCE IN ONE OR MORE COMPONENTS OF THE JOBS PROGRAM. THE VOLUNTEERS TIME DEVOTED TO TECHNICAL ASSISTANCE ORDINARILY WOULD BE CONTRIBUTED TO NAB BY THEIR EMPLOYERS. THE METRO OFFICE WOULD COORDINATE THE ACTIVITIES OF VOLUNTEERS WITH THE NEEDS OF REQUESTING COMPANIES. THE GUIDE EXPLAINS WHAT TECHNICAL ASSISTANCE IS, HOW IT WORKS, WHAT IT CAN AND CANNOT DO. SUGGESTIONS FOR DETERMINING WHETHER OR NOT A METRO SHOULD PROVIDE A TECHNICAL ASSISTANCE PROGRAM AND FOR ORGANIZING AND IMPLEMENTING A PROGRAM ARE DETAILED. THE GUIDE SHOULD BE VIEWED AS A COMPANION TO PRODUCTIVE EMPLOYMENT OF THE DISADVANTAGED GUIDELINES FOR ACTION, AVAILABLE AS ED 088 693. (AG)
ERIC: ED090373

1987 GUIDE TO BILINGUAL-BICULTURAL EDUCATION RESOURCES (SPANISH-ENGLISH EMPHASIS) WASHINGTON, STATE PUBLIC SCHOOLS. MAR 76
WASHINGTON OFFICE OF THE STATE SUPERINTENDENT OF PUBLIC INSTRUCTION, OLYMPIA.
NOTES: 155P.
BIBLIOGRAPHIES, BICULTURALISM, BILINGUAL EDUCATION, CURRICULUM DEVELOPMENT, EDUCATIONAL RESOURCES, ENGLISH (SECOND LANGUAGE), INSTRUCTIONAL MATERIALS, LANGUAGE INSTRUCTION, LINGUISTICS, PROGRAM DEVELOPMENT, RESOURCE CENTERS, RESOURCE GUIDES, SPANISH SPEAKING, TEACHING METHODS, TEACHING TECHNIQUES, VOCATIONAL EDUCATION, WASHINGTON
THIS GUIDE WAS DEVELOPED IN ORDER TO ASSIST SCHOOL DISTRICTS TO PROVIDE EQUAL EDUCATION OPPORTUNITIES FOR STUDENTS OF LIMITED OR NON-ENGLISH SPEAKING ABILITY. IT IS HOPED THAT THIS GUIDE WILL BE OF ASSISTANCE TO EDUCATORS WHO ARE ATTEMPTING TO DEAL WITH THE SPECIAL PROBLEMS OF CHILDREN WHO SPEAK A LANGUAGE OTHER THAN ENGLISH IN THE HOME. STATE AND FEDERAL FUNDED PROGRAMS IN WASHINGTON STATE ARE DESCRIBED. IN ADDITION, PROGRAMS FUNDED IN OTHER PARTS OF THE COUNTRY ARE LISTED. INFORMATION ON PROGRAMS IN WASHINGTON STATE WAS GATHERED FROM QUESTIONNAIRES SENT TO ALL PROJECT SITES DURING SEPTEMBER 1972. IN CASES WHERE RESPONSES WERE NOT AVAILABLE, INFORMATION WAS OBTAINED FROM GRANT PROPOSALS FILLED IN AT THE EQUAL EDUCATIONAL OPPORTUNITY (EEO) OFFICE DURING THE SPRING OF 1975. ALSO INCLUDED ARE AGENCIES AND ORGANIZATIONS TO BE WRITTEN TO OR CALLED FOR ASSISTANCE AND FOR INFORMATION. IN ADDITION, SPECIAL SECTIONS ON LINGUISTICS, METHODOLOGY OF SPECIAL LANGUAGE TEACHING, AND BILINGUAL TEACHING IN CONTENT AREAS ARE INCLUDED AS WELL AS A GLOSSARY OF BILINGUAL EDUCATIONAL TERMS AND A SELECTED BIBLIOGRAPHY OF BILINGUAL-BICULTURAL MATERIALS. (AUTHOR/JM)
ERIC: ED127407

1988 THE GUIDE TO CAREER EDUCATION. 74
LEDERER, MURIEL
NOTES: 401P.
BLUE COLLAR OCCUPATIONS, CAREER CHOICE, CAREER EDUCATION, EDUCATIONAL BACKGROUND, EDUCATIONAL OPPORTUNITIES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROJECTIONS, HIGH SCHOOL GRADUATES, JOBS, JOB TRAINING, OCCUPATIONAL INFORMATION, SALARIES, TECHNICAL EDUCATION, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION
THE BOOK IS AN EFFORT TO PROVIDE INFORMATION THAT WILL INCREASE THE NUMBER OF OPTIONS OPEN TO POST-HIGH SCHOOL STUDENTS SEEKING SPECIALIZED OR ADVANCED TRAINING VIA VOCATIONAL OR TECHNICAL PROGRAMS. IT EXPLORES THE MANY ALTERNATIVES OTHER THAN A FOUR-YEAR COLLEGE OR UNIVERSITY. THE AUTHOR STATES, THE TIME IS COMING, IF NOT ALREADY HERE, WHEN MILLIONS OF SHREWD PARENTS WILL BE ADVISING JUNIOR TO GO FOR A UNION CARD RATHER THAN A COLLEGE DIPLOMA. ANSWERS ARE PROVIDED TO QUESTIONS REGARDING HOME STUDY COURSES, PRIVATE VOCATIONAL SCHOOLS, COMMUNITY COLLEGE, COOPERATIVE EDUCATION, APPRENTICESHIPS, INDUSTRY (ON-THE-JOB) TRAINING, PROGRAMS FOR THE HANDICAPPED, AND MANPOWER DEVELOPMENT PROGRAMS. MORE THAN THREE-FOURTHS OF THE BOOK CONSISTS OF A DIRECTORY OF 200 OCCUPATIONS, WHICH REQUIRE SOME TRAINING BEYOND HIGH SCHOOL, AND OFFER THE GREATEST OPPORTUNITIES FOR GOOD-PAYING JOBS IN THE 1970S. OCCUPATIONAL AREAS ARE AERONAUTICS: AGRICULTURE: ART: AUTOMOTIVE INDUSTRY: BUSINESS: CLERICAL OCCUPATIONS: COMMUNICATIONS: CONSERVATION: CONSTRUCTION INDUSTRY: DATA PROCESSING: ELECTRIC POWER, ELECTRONICS, AND TELEPHONE INDUSTRY: ENGINEERING AND SCIENCE TECHNOLOGY: GRAPHIC COMMUNICATIONS (PRINTING) INDUSTRY: HEALTH SERVICES: MACHINING OCCUPATIONS: MECHANICS AND REPAIRMEN: PERFORMING ARTS: SALES OCCUPATIONS: SERVICE INDUSTRIES: TRANSPORTATION: AND OTHER MANUAL OCCUPATIONS. OCCUPATIONAL INFORMATION COVERS PERSONAL ATTRIBUTES, EDUCATION/TRAINING, WHAT THE OCCUPATION OFFERS, POINTS TO CONSIDER BEFORE ENTERING THE FIELD, AND INFORMATIONAL SOURCES. (EA)
ERIC: ED120337 QUADRANGLE/THE NEW YORK TIMES BOOK CO., 10 EAST 53RD STREET, NEW YORK, NEW YORK 10022 ($9.95)

1989 A GUIDE TO CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT. 71
WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS (DOL), WASHINGTON, D.C.
NOTES: 35P.
APPRENTICESHIPS, CHILD LABOR LEGISLATION, COOPERATIVE EDUCATION, EMPLOYMENT PRACTICES, FEDERAL LEGISLATION, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT, FAIR LABOR STANDARDS ACT
THIS REVISED GUIDE TO THE CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT CONTAINS GENERAL INFORMATION USEFUL TO EMPLOYERS AND COORDINATORS OF COOPERATIVE AND WORK EXPERIENCE PROGRAMS INVOLVING EMPLOYMENT OF YOUTH UNDER 18 YEARS OF AGE. INCLUDED IN THE DOCUMENT ARE PROVISIONS RELATING TO (1) AGE STANDARDS, (2) COVERAGE OF THE ACT, (3) EXEMPTIONS FROM THE ACT, (4) HAZARDOUS OCCUPATIONS, (5) EMPLOYMENT OF 14 AND 15 YEAR OLD MINORS, (6) AGE CERTIFICATES, (7) VIOLATION PENALTIES, AND (8) STATE LAWS. THIS DOCUMENT IS A REVISION OF ED 027 409. (SB)
ERIC: ED054337 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L22.14 101/14. $.20)

1990 A GUIDE TO CHILD-LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT AS AMENDED IN 1966. CHILD LABOR BULLETIN NO. 101. JAN [illegible]
DEPARTMENT OF LABOR, WASHINGTON, D.C. WAGE AND HOUR AND PUBLIC CONTRACTS DIV.
NOTES: 30P.
APPRENTICESHIPS, CHILD LABOR LEGISLATION, COOPERATIVE EDUCATION, EMPLOYMENT PRACTICES, FEDERAL LEGISLATION, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT, FAIR LABOR STANDARDS ACT
THIS AMENDED GUIDE TO THE CHILD-LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT CONTAINS GENERAL INFORMATION USEFUL TO EMPLOYERS AND COORDINATORS OF COOPERATIVE AND WORK EXPERIENCE PROGRAMS INVOLVING EMPLOYMENT OF YOUTH UNDER 18 YEARS OF AGE. INCLUDED IN THE DOCUMENT ARE PROVISIONS RELATING TO (1) AGE STANDARDS, (2) COVERAGE OF THE ACT, (3) EXEMPTIONS FROM THE ACT, (4) HAZARDOUS OCCUPATIONS, (5) EMPLOYMENT DURING SCHOOL HOURS, (6) AGE CERTIFICATION, (7) VIOLATION PENALTIES, AND (8) OTHER APPLICABLE LAWS. EXEMPTIONS TO SOME OF THE NON-AGRICULTURAL HAZARDOUS OCCUPATIONS ORDERS ARE PROVIDED FOR APPRENTICES AND STUDENT LEARNERS UNDER SPECIFIED CONDITIONS. THE STUDENT LEARNERS MUST BE ENROLLED IN A COOPERATIVE VOCATIONAL TRAINING PROGRAM UNDER A RECOGNIZED STATE OR LOCAL EDUCATION AUTHORITY OR IN A SUBSTANTIALLY SIMILAR PROGRAM CONDUCTED BY A PRIVATE SCHOOL: THE STUDENT LEARNER MUST BE EMPLOYED UNDER A WRITTEN AGREEMENT FOR WHICH SPECIFICATIONS ARE PROVIDED. OFFICES WHERE ADDITIONAL INFORMATION MAY BE OBTAINED ARE INCLUDED AS A SUPPLEMENTARY LISTING. (DM)
ERIC: ED027409 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L22.14:101/13, $0.20).

1991 GUIDE TO CONDUCTING A CONSULTATION ON WOMENS EMPLOYMENT WITH EMPLOYERS AND UNION REPRESENTATIVES. 71
WOMENS BUREAU (DOL), WASHINGTON, D.C.
NOTES: 19P.
CONFERENCES, CONSULTATION PROGRAMS, DEMONSTRATION PROGRAMS, EMPLOYERS, EQUAL OPPORTUNITIES (JOBS), FEDERAL GOVERNMENT, FEMINISM, GUIDES, INDUSTRY, LABOR UNIONS, STATE GOVERNMENT, WAGES, WORKING WOMEN
THIS DOCUMENT REPORTS ON A SERIES OF BUSINESS-INDUSTRY-UNION CONSULTATIONS INITIATED AND COORDINATED BY THE WOMENS BUREAU OF THE U.S. DEPARTMENT OF LABOR. MEETINGS WERE SCHEDULED IN FIVE SELECTED CITIES. THESE FORUMS WERE STRUCTURED AROUND THREE MAIN FEATURES (1) A KEYNOTE SLIDE-TALK, WHICH ALLOWED FOR SPEED AND EFFECTIVE PRESENTATION

(CONT.)

1991 OF A MAXIMUM AMOUNT OF BACKGROUND INFORMATION CONCERNING WOMENS EMPLOYMENT, (2) A PANEL OF GOVERNMENT REPRESENTATIVES, WHO DESCRIBED FEDERAL, STATE, AND LOCAL (IF ANY) LAWS AND PROGRAMS PROHIBITING SEX DISCRIMINATION IN EMPLOYMENT AND WAGE PAYMENTS, AND (3) A PANEL OF EMPLOYERS AND UNION REPRESENTATIVES, WHO DISCUSSED AFFIRMATIVE ACTION PLANS AND PROGRAMS FOR IMPROVING WOMENS JOB STATUS. APPROXIMATELY 770 PARTICIPANTS WERE AT THE FIVE CONFERENCES 200 EACH IN BOSTON AND KANSAS CITY, 150 IN DETROIT, 140 IN ATLANTA, AND 80 IN BOISE. INDUSTRY REPRESENTATION RANGED FROM TWO-FIFTHS TO FOUR-FIFTHS OF THE CONFEREES IN ALL THE CITIES EXCEPT DETROIT, WHERE IT CONSTITUTED ABOUT ONE-THIRD OF THE GROUP. MEN CONSTITUTED THE MAJORITY OF PARTICIPANTS IN THREE CITIES. THESE CONFERENCES WERE SET UP AS DEMONSTRATION PROJECTS. (CK)

ERIC: ED057329

1992 A GUIDE TO DEVELOPING A JOB SHARING PROJECT. FEB 76

NEW WAYS TO WORK, PALO ALTO, CALIF. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.; SAN JOSE UNIFIED SCHOOL DISTRICT, CALIF.

GRANT NO. OEG-0-74-1722

NOTES: 73P.

COOPERATIVE PLANNING, EMPLOYER ATTITUDES, JOB DEVELOPMENT, JOB PLACEMENT, JOB SEARCH METHODS, PART TIME JOBS, RESOURCE GUIDES, RESOURCE MATERIALS, SKILL DEVELOPMENT, WORKING WOMEN, WORKSHOPS, JOB SHARING

THIS MANUAL PROVIDES A VEHICLE FOR WOMEN AND OTHERS TO ORGANIZE AND PROMOTE PARTTIME JOBS FOR THEMSELVES, AND IS ALSO DESIGNED TO BE OF INTEREST TO ANYONE WHO WANTS TO LEARN ABOUT THE SHARED JOB CONCEPT. IT IS ORGANIZED AS AN INSTRUCTIONAL MODULE WHICH CAN BE USED AS THE BASIS FOR A WORKSHOP. THE INTRODUCTION SECTION INCLUDES DESIRED OUTCOMES FOR PARTICIPANTS AND A BRIEF SUGGESTED OUTLINE FOR A WORKSHOP. AN EXERCISE IS INCLUDED IN EACH SECTION TO REINFORCE KEY CONCEPTS AND TO ALLOW PARTICIPANTS TO APPLY THESE CONCEPTS TO THEIR OWN SITUATIONS. BACKGROUND INFORMATION ON JOB RE-STRUCTURING IS PROVIDED TO ASSIST INDIVIDUALS AND EMPLOYERS. THE MANUAL IS ORGANIZED SO THAT A WORKSHOP LEADER CAN READ THROUGH THE MODULE AND SELECT THE INFORMATION TO PRESENT AND STRUCTURE A WORKSHOP TO MEET THE NEEDS OF THE PARTICULAR GROUP. THE FIVE MAJOR SECTIONS ARE I. INTRODUCTION, II. BACKGROUND, III. HELPING PEOPLE HELP THEMSELVES, IV. LETS GO OUT IN THE REAL WORLD--STRATEGY FOR EMPLOYER CONTACT, AND V. INFORMATION RESOURCES. THE BIBLIOGRAPHY IS PARTLY ANNOTATED AND COVERS RELEVANT STUDIES, LEGISLATION, AND BACKGROUND SOURCES. (TA)

ERIC: ED134798

1993 GUIDE TO LOCAL OCCUPATIONAL INFORMATION. 69

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 151P.

BIBLIOGRAPHIES, DIRECTORIES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, MANPOWER NEEDS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, STATE PROGRAMS

DEVELOPED FROM SELECTED STUDIES MADE BY STATE EMPLOYMENT SERVICES, THIS DIRECTORY PROVIDES CURRENT LOCAL OCCUPATIONAL INFORMATION FOR USE IN DESIGNING TRAINING PROGRAMS, FOR COUNSELING IN PUBLIC EMPLOYMENT OFFICES AND SCHOOLS, AND FOR INDIVIDUAL JOBSEEKERS AND VOCATIONAL COUNSELORS. THREE SECTIONS ARE DEVOTED TO OCCUPATIONAL GUIDES LISTED BY OCCUPATIONAL GROUP BROKEN DOWN BY OCCUPATION WITHIN EACH GROUP, BY JOB TITLE AND BY STATES. THESE GUIDES ARE CROSS-INDEXED BY OCCUPATION AND AREA AND PROVIDE A SUMMARY OF THE JOB DUTIES, TRAINING AND EXPERIENCE REQUIREMENTS, TRAINING FACILITIES, AND EMPLOYMENT ASPECTS FOR A SINGLE OCCUPATION OR GROUP OF OCCUPATIONS. A LISTING OF OCCUPATIONAL GUIDANCE PUBLICATIONS DATED FROM 1954-1969 PROVIDES INFORMATION ON OCCUPATIONS IN A PARTICULAR INDUSTRY OR JOB FIELD THAT COULD NOT BE LISTED UNDER SPECIFIC JOB TITLES. FINALLY, A LISTING OF 286 AREA OCCUPATIONAL PROJECTION SURVEYS PROVIDES INFORMATION ON CURRENT EMPLOYMENT AND FUTURE LABOR REQUIREMENTS, GENERALLY 2 TO 5 YEARS AHEAD, IN INDIVIDUAL LABOR AREAS. AN EARLIER EDITION IS AVAILABLE AS ED 016 088 OR MP 000 217. (SB)

ERIC: ED039340

1994 GUIDE TO RESTRUCTURING MEDICAL MANPOWER OCCUPATIONS IN HOSPITALS. JUL 75

GOLDSTEIN, HAROLD M.;AND OTHERS

NORTHEASTERN UNIV., BOSTON, MASS. CENTER FOR MEDICAL MANPOWER STUDIES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 51P.

ADMINISTRATOR GUIDES, HEALTH PERSONNEL, HOSPITAL PERSONNEL, JOB ANALYSIS, MANPOWER UTILIZATION, PARAMEDICAL OCCUPATIONS, QUESTION ANSWER INTERVIEWS, QUESTIONNAIRES, RESEARCH AND DEVELOPMENT CENTERS, RESEARCH PROJECTS, RESEARCH UTILIZATION, SURVEYS, TASK PERFORMANCE

THE GUIDE FOR HOSPITAL ADMINISTRATORS, CHIEFS OF SERVICES, AND HEALTH PERSONNEL IN GENERAL, SUGGESTS WAYS TO EVALUATE THE UTILIZATION OF MANPOWER AND TO RESTRUCTURE HEALTH MANPOWER OCCUPATIONS. THE NEED TO EVALUATE UTILIZATION IS OUTLINED IN TERMS OF PROBLEMS FACED BY HEALTH INSTITUTIONS. THE EXPERIENCE OF THE CENTER FOR MEDICAL MANPOWER STUDIES (CMMS) IS DESCRIBED INCLUDING ITS RESEARCH FINDINGS ON OVERLAPPING OF MEDICAL FUNCTIONS, CHRONIC EMPLOYEE SHORTAGES, HIGH TURNOVER, AND LACK OF INCENTIVES. A SECTION ON ANALYZING THE UTILIZATION OF HOSPITAL PERSONNEL SUMMARIZES STUDIES ON HIRING STANDARDS FOR PARAMEDICAL MANPOWER AND RESTRUCTURING PARAMEDICAL OCCUPATIONS. A SUGGESTED METHODOLOGY FOR INDIVIDUAL HOSPITALS TO USE IN EVALUATING MANPOWER UTILIZATION IS PRESENTED. DETAILED GUIDELINES AND INSTRUCTIONS FOR CONDUCTING A SURVEY OF HEALTH PERSONNEL WITHIN A FACILITY AND CRITERIA FOR JUDGING THE RESULTS ARE PROVIDED (INCLUDING COMPLETED SAMPLE FORMS AND INSTRUCTIONS FOR SUMMARIZING DATA). EIGHT CMMS RECOMMENDATIONS TO THE CAMBRIDGE HOSPITAL FOR IMPROVING MANPOWER UTILIZATION ARE LISTED

(CONT.)
1994 WITH THE ACTION TAKEN ON THEM. TEN SPECIFIC GUIDELINES FOR RESTRUCTURING OF PARAMEDICAL MANPOWER ARE OFFERED. LISTS OF CMMS PUBLICATIONS AND SELECTED READINGS CONCLUDE THE GUIDE. (AUTHOR/MS)
ERIC: ED114644

1995 A GUIDE TO THE DEVELOPMENT OF VOCATIONAL EDUCATION PROGRAMS AND SERVICES FOR THE DISADVANTAGED. OCT 69
NOTES: 33P.
BIBLIOGRAPHIES, COMMUNITY INVOLVEMENT, COUNSELING SERVICES, CURRICULUM DEVELOPMENT, DISADVANTAGED YOUTH, EMPLOYERS, FEDERAL LEGISLATION, INSTRUCTIONAL PROGRAMS, LABOR UNIONS, PROGRAM IMPROVEMENT, SYSTEMS APPROACH, VOCATIONAL EDUCATION, VOCATIONAL EDUCATION AMENDMENTS OF 1968
THE VOCATIONAL EDUCATION AMENDMENTS OF 1968 CALL FOR IMPORTANT CHANGES OF EMPHASIS IN AMERICAN EDUCATION. SPECIFICALLY, THE LAW REQUIRES THAT AT LEAST 15 PERCENT OF THE BASIC FEDERAL ALLOTMENT TO VOCATIONAL EDUCATION BE USED ONLY FOR DISADVANTAGED PERSONS. IN THIS CONTEXT, A NATIONAL WORKSHOP ON VOCATIONAL EDUCATION FOR THE DISADVANTAGED WAS CONVENED AND RESULTED IN THIS GUIDE, WHICH IS INTENDED TO AID VOCATIONAL EDUCATORS IN DEVELOPING AND CONDUCTING SUCCESSFUL VOCATIONAL EDUCATION PROGRAMS AND SERVICES FOR THE DISADVANTAGED. THE CONTENT OF THE GUIDE IS A REFINEMENT OF PAPERS PRESENTED AT THE NATIONAL WORKSHOP AND INCLUDES THE FOLLOWING TOPICS CURRICULUM DEVELOPMENT, TEACHING THE DISADVANTAGED, NEW COUNSELING FUNCTIONS AND SUPPORTIVE SERVICES, WORKING WITH EMPLOYERS AND UNIONS, INVOLVING THE COMMUNITY, TOWARDS AN INSTRUCTIONAL SYSTEM, AND VOCATIONAL EDUCATION--A DEVELOPMENTAL PERSPECTIVE. SELECTIVE VOCATIONAL PROGRAMS FOR DISADVANTAGED STUDENTS, EXCERPTS FROM THE LEGISLATION AND A BIBLIOGRAPHY ARE APPENDED. (CH)
AIM/ARM: VT010119

1996 THE GUIDE TO TRAINING AND THE FUTURE. 72
PAGE, G. TERRY
NOTES: 64P.
ADULT VOCATIONAL EDUCATION, APPRENTICESHIPS, EDUCATIONAL OPPORTUNITIES, FINANCIAL SUPPORT, GUIDES, INDUSTRIAL TRAINING, JOB TRAINING, LABOR EDUCATION, MANPOWER DEVELOPMENT, NATIONAL PROGRAMS, ORGANIZATIONAL CHANGE, PLANNING, TRAINING, VOCATIONAL TRAINING CENTERS, GREAT BRITAIN
PART STATEMENT OF INTENT AND PART CONSULTATIVE DOCUMENT, THIS BOOKLET PROPOSES FAR-REACHING CHANGES IN GREAT BRITAINS INDUSTRIAL TRAINING HAVING IMPORTANT IMPLICATIONS FOR EMPLOYERS, PERSONNEL AND TRAINING OFFICERS, TRADE UNION MEMBERS, AND EDUCATORS. QUESTIONS RAISED BY THE PROPOSED NATIONAL TRAINING PLAN ARE EXPLORED AND SOME SALIENT POINTS ARE DISCUSSED. A MASSIVE EXPANSION IN NATIONAL GOVERNMENT TRAINING FACILITIES IS BEING IMPLEMENTED AND GREATER USE OF FACILITIES IN EMPLOYERS ESTABLISHMENTS WILL BE MADE. ALLOWANCES FOR TRAINEES AND GRANTS TO EMPLOYERS ARE ALSO PROVIDED IN THE NATIONAL PROGRAM WHICH IS TO BE OPERATED BY A PROPOSED NATIONAL TRAINING AGENCY. SECTIONS OF THE BOOKLET PRESENT CHECKLISTS FOR EMPLOYERS, WORKERS, AND EDUCATORS IN REGARD TO PROVISIONS OF THE PLAN, ANALYSIS OF THE TRAINING PROPOSALS, COSTS AND FINANCING, AND IMPLEMENTING ORGANIZATIONS. (MF)
ERIC: ED075160 KOGAN PAGE LIMITED, 16 GRAYS INN ROAD, LONDON WC1X 8BR, ENGLAND

1997 GUIDELINES FOR AFFIRMATIVE ACTION RECRUITING 1975
STRAKA, J.F.
PERSONNEL ADMINISTRATOR, VOL.20, NO.2, APRIL 1975, P. 36-38.
DISCRIMINATION, EEO, MANAGEMENT, MINORITIES, PERSONNEL MANAGEMENT, RECRUITMENT, WOMEN IN BUSINESS
OUTLINE OF A PROGRAM OF AFFIRMATIVE ACTION TO FACILITATE SUCCESS IN GETTING THE MINORITY PERSONNEL A COMPANY SETS OUT TO RECRUIT.
MGMT: PA07500036

1998 GUIDELINES FOR AN EXPERIMENTAL RURAL YOUTH PROGRAM FOR THE SOUTHEASTERN STATES. SECOND OF TWO FINAL REPORTS. JUN 73
MILES, GUY H.
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 60P.; FOR RELATED DOCUMENT, SEE RC 008 232
COUNSELING, DROPOUT PREVENTION, EQUAL OPPORTUNITIES (JOBS), EXPERIMENTAL PROGRAMS, GUIDELINES, LOW INCOME GROUPS, POST SECONDARY EDUCATION, PROGRAM CONTENT, PROGRAM DESCRIPTIONS, RURAL YOUTH, SECONDARY EDUCATION, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, YOUTH PROGRAMS, RURAL URBAN MIGRATION, SOUTHEASTERN STATES
THE RURAL YOUTH PROGRAM, AN EXPERIMENTAL PROGRAM STRUCTURED UPON THE RESULTS OF EXTENSIVE RESEARCH ON THE NEEDS OF RURAL YOUTHS IN THE SOUTHEAST, IS A COORDINATED IN-SCHOOL/OUT-OF-SCHOOL PROGRAM TO MEET THE NEEDS OF RURAL YOUTHS 14 TO 20 YEARS OF AGE, REGARDLESS OF WHETHER THESE NEEDS STEM FROM POVERTY, AN INADEQUATE EDUCATIONAL SYSTEM, LONG-STANDING PATTERNS OF RURAL-TO-URBAN MIGRATION, OR OTHER SOURCES. INTENDED FOR USE ONLY IN THE REGIONS NON-APPALACHIAN RURAL COUNTIES (A COUNTY WITH NO COMMUNITIES IN EXCESS OF 5,000 PEOPLE, OR WITH 60 PERCENT OR MORE OF ITS POPULATION LIVING IN TOWNS OF UNDER 2,500 PEOPLE), THE PROGRAM STRESSES 2 EFFORTS (1) TO PREVENT SCHOOL DROPOUTS AND (2) TO PREPARE THESE YOUTHS TO COMPETE MORE EFFECTIVELY WITH THEIR URBAN PEERS EITHER IN THE LABOR MARKET OR IN ADVANCED EDUCATION. DUE TO THE LARGE NUMBER OF DROPOUTS THAT OCCUR AT THE COMPLETION OF THE 8TH GRADE, COUNSELING AND A LIMITED WORK EXPERIENCE COMPONENT FOR 8TH GRADERS IS PROVIDED. ALTHOUGH SOME YOUTHS FROM RELATIVELY AFFLUENT

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1998 FAMILIES ARE ELIGIBLE TO ENTER THE PROGRAM, ONLY THOSE WHO MEET ESTABLISHED POVERTY CRITERIA ARE PAID FOR PARTICIPATION IN THE WORK EXPERIENCE COMPONENT WHICH IS UTILIZED AS A MEANS OF INCOME SUPPLEMENT AND A COUNSELING TOOL. THIS REPORT GIVES A DETAILED DESCRIPTION OF THE PROGRAMS GENERAL FRAMEWORK AND TENTATIVE GUIDELINES FOR OPERATING MODEL PROJECTS WITHIN THIS FRAMEWORK. (NQ)
ERIC: ED100544 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

1999 GUIDELINES FOR CONTEMPORARY EMPLOYMENT INTERVIEWING OCT-NOV 76
ROSENTHAL, JANE;GESSNER, ARLYS
JOURNAL OF THE COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION;27;4;50-61
AFFIRMATIVE ACTION, GUIDELINES, EMPLOYMENT PRACTICES, QUESTION ANSWER INTERVIEWS, PERSONNEL DIRECTORS, EQUAL OPPORTUNITIES (JOBS), HIGHER EDUCATION, JOB PLACEMENT, FEMALES, MINORITY GROUPS, UNIVERSITY OF WISCONSIN STOUT
GUIDELINES DEVELOPED IN BROCHURE-FORM AND DISTRIBUTED BY THE AFFIRMATIVE ACTION OFFICE AT THE UNIVERSITY OF WISCONSIN-STOUT ARE REVIEWED. THEY FOCUS ON INTERVIEWING WOMEN AND MINORITIES ESPECIALLY AS AN IMPORTANT PART OF PERSONNEL INTERRELATIONS. LEGAL OBLIGATIONS AND CONSTRAINTS ARE NOTED. (LBH)
ERIC: EJ155390

2000 GUIDELINES FOR INSTALLING AND MAINTAINING AN EFFECTIVE EMPLOYER SERVICES PROGRAM LOCALLY. FINAL REPORT. FEB 73
LEVINE, LOUIS;AND OTHERS
APPLIED BEHAVIORAL RESEARCH, INC., GRAND RAPIDS, MICH.; MICHIGAN STATE DEPT. OF LABOR, DETROIT. MICHIGAN EMPLOYMENT SECURITY COMMISSION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 141P.
EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, INDUSTRIAL RELATIONS, JOB PLACEMENT, MANPOWER UTILIZATION, MODELS, OFFICE MANAGEMENT, OPERATIONS RESEARCH, PUBLIC RELATIONS, RESEARCH PROJECTS, STAFF IMPROVEMENT, SYSTEMS DEVELOPMENT
THIS IS THE SECOND OF A 2-VOLUME FINAL REPORT OF A 20-MONTH RESEARCH AND DEVELOPMENT PROJECT CONDUCTED BY THE MICHIGAN STATE EMPLOYMENT SERVICE AGENCY AND A PRIVATE RESEARCH FIRM. THE PURPOSE OF THE PROJECT WAS TO DESIGN AND TEST INNOVATIVE METHODS FOR INCREASING THE VOLUME AND QUALITY OF JOBS LISTED WITH THE EMPLOYMENT SERVICE. INCLUDED ARE (1) A DISCUSSION OF THE MAJOR ISSUES CONFRONTING LOCAL OFFICES IN THEIR EFFORTS TO REDIRECT THEIR EFFORTS TO INCREASE PLACEMENTS, AND (2) DESCRIPTIONS OF KEY COMPONENTS OF THE PROJECTS DEMONSTRATION MODEL, SUCH AS STAFF DEVELOPMENT ACTIVITIES, OFFICE OPERATION AND PUBLIC RELATION ACTIVITIES, EMPLOYER INFORMATION, JOB DEVELOPMENT INFORMATION, EMPLOYER CONTACT SELECTION, AND THE DELIVERY OF EMPLOYER SERVICES. VOLUME 1 OF THE REPORT IS AVAILABLE AS VT 020 344 IN THIS ISSUE. (AUTHOR/SN)
ERIC: ED079176 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (NO PRICE QUOTED)

2001 GUIDELINES FOR MANPOWER MANAGERS, A SELECTED ANNOTATED BIBLIOGRAPHY. MONOGRAPH SERIES NUMBER 3. 69
MOORE, LARRY F.
NOTES: 81P.
ANNOTATED BIBLIOGRAPHIES, MANAGEMENT, MANPOWER DEVELOPMENT, MANPOWER NEEDS, OCCUPATIONAL TESTS, PERFORMANCE FACTORS, PERSONNEL EVALUATION, SYSTEMS APPROACH
THIS ANNOTATED BIBLIOGRAPHY PRESENTS 323 CITATIONS OF PERIODICAL ARTICLES AND SOME MONOGRAPHS RANGING IN DATE FROM 1962 TO 1968, WHICH DESCRIBE CHANGES AND DEVELOPMENTS IN MANAGEMENT THOUGHT WITH IMPLICATIONS FOR MANPOWER MANAGEMENT. LISTINGS ARE ARRANGED ALPHABETICALLY BY AUTHOR IN THE SUBJECT GROUPINGS OF (1) MANPOWER SYSTEMS, (2) MANPOWER REQUIREMENTS (PLANNING AND FORECASTING, JOB DESIGN AND ANALYSIS, RECRUITING AND SELECTION), (3) PERFORMANCE EVALUATION, (4) MANPOWER DEVELOPMENT, (5) COMPENSATION AND REWARD, (6) TESTING AND MEASUREMENT, (7) COMPUTER ASSISTANCE IN MANPOWER MANAGEMENT, AND (8) MISCELLANEOUS. INDIVIDUAL ENTRIES INCLUDE AUTHOR, TITLE, NAME OF JOURNAL, VOLUME NUMBER, ISSUE NUMBER, YEAR, PAGE LISTING, AND AN ANNOTATION. THE BIBLIOGRAPHY IS DESIGNED FOR BOTH PRACTICING MANAGERS AND STUDENTS IN THE FIELD OF MANPOWER MANAGEMENT. (CH)
AIM/ARM: VT011187

2002 GUIDELINES FOR METHODS AND TECHNIQUES OF TEACHING DISADVANTAGED STUDENTS. JUN 77
SHEPPARD, N. ALAN;VAUGHN, D. LANETTE
VIRGINIA POLYTECHNIC INST. AND STATE UNIV., BLACKSBURG. DIV. OF VOCATIONAL-TECHNICAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.; VIRGINIA STATE DEPT. OF EDUCATION, RICHMOND. DIV. OF VOCATIONAL EDUCATION.
NOTES: 85P.
CULTURALLY DISADVANTAGED, DISADVANTAGED YOUTH, ECONOMICALLY DISADVANTAGED, EDUCATIONALLY DISADVANTAGED, EFFECTIVE TEACHING, LOW ACHIEVERS, STUDENT CHARACTERISTICS, TEACHER CHARACTERISTICS, TEACHING GUIDES, TEACHING METHODS, TEACHING TECHNIQUES, VOCATIONAL EDUCATION, VOCATIONAL EDUCATION TEACHERS, VIRGINIA
RECOMMENDED TEACHING TECHNIQUES FOR INSTRUCTING DISADVANTAGED STUDENTS ARE PRESENTED IN THIS MANUAL. A GENERAL DEFINITION OF A DISADVANTAGED STUDENT IS GIVEN IN THE INTRODUCTION, FOLLOWED BY A SPECIFIC LISTING OF CHARACTERISTICS WHICH A STUDENT IN THE STATE OF VIRGINIA SHOULD EXHIBIT IN ORDER TO QUALIFY FOR A SPECIAL PROGRAM FOR DISADVANTAGED STUDENTS IN THE STATE. CHARACTERISTICS WHICH MAKE DISADVANTAGED PUPILS DIFFICULT TO TEACH ARE OUTLINED; THEIR STRENGTHS ARE ALSO IDENTIFIED. SUGGESTED POSITIVE APPROACHES TO TEACHING THE DISADVANTAGED ARE GIVEN, ALONG WITH A LISTING OF THE

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2002 QUALITIES A TEACHER OF THE DISADVANTAGED SEEMS TO NEED. METHODS FOR SELECTING APPROPRIATE TECHNIQUES FOR TEACHING THE DISADVANTAGED ARE EXAMINED, AND THE REMAINDER OF THE MANUAL IS DEVOTED TO DESCRIBING THE USE OF TWELVE OF THESE TECHNIQUES AND/OR RESOURCES AUDIOVISUAL AIDS, TAPE RECORDINGS, BRAINSTORMING, DEMONSTRATIONS, FIELD TRIPS, GAMES, INDIVIDUALIZED INSTRUCTION, PEER TEACHING, PROJECT METHODS, RESOURCE CENTERS, RESOURCE PERSONS, AND ROLE-PLAYING. A SHORT BIBLIOGRAPHY IS APPENDED. (BL)

ERIC: ED141640 HARRY L. SMITH, PUBLIC INFORMATION AND PUBLICATIONS, STATE DEPARTMENT OF EDUCATION, RICHMOND, VIRGINIA ($4.00)

2003 GUIDELINES FOR PLACEMENT SERVICES, FOLLOW-UP STUDIES, DROPOUT STUDIES IN FLORIDA COMMUNITY COLLEGES. JUN 74

FLORIDA STATE DEPT. OF EDUCATION, TALLAHASSEE. DIV. OF COMMUNITY JUNIOR COLLEGES.

NOTES: 21P.

DROPOUT IDENTIFICATION, DROPOUT RESEARCH, DROPOUTS, EDUCATIONAL OBJECTIVES, FOLLOWUP STUDIES, GUIDELINES, JOB PLACEMENT, JUNIOR COLLEGES, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, STUDENT PERSONNEL SERVICES, FLORIDA

REGULATIONS OF THE FLORIDA STATE BOARD OF EDUCATION REQUIRE THAT EACH COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES PROVIDE PLACEMENT SERVICES AND MAINTAIN FOLLOWUP STUDIES. THIS DOCUMENT PROVIDES THE GUIDELINES FOR THESE ACTIVITIES. EACH COLLEGE SHALL DESIGNATE AN OFFICER WHO SHALL BE RESPONSIBLE FOR PROVIDING PLACEMENT SERVICES AND FOR MAINTAINING PLACEMENT STATISTICS. SERVICES SHALL BE MADE AVAILABLE FOR 3 YEARS TO EVERY STUDENT WHO COMPLETES A CERTIFICATE OR DEGREE PROGRAM, AND ON A ONE-TIME BASIS FOR STUDENTS WHO LEAVE SCHOOL HAVING COMPLETED TWO TERMS AS A FULL-TIME STUDENT. IN ORDER TO ASCERTAIN THE EFFECTIVENESS OF PROGRAMS, FOLLOWUP STUDIES SHALL (1) IDENTIFY PROGRAM GOALS AND OBJECTIVES; (2) DEVISE AND UTILIZE ASSESSMENT INSTRUMENTS AND PROCEDURES; (3) DRAW CONCLUSIONS RELATIVE TO THE ADEQUACY OF PROGRAM GOALS AND OBJECTIVES AND MAKE CHANGES AS ARE APPROPRIATE; AND (4) DRAW CONCLUSIONS RELATIVE TO THE EFFECTIVENESS OF THE SEVERAL COMPONENTS OF THE PROGRAMS, INCLUDING SUPPORT PROGRAMS, IN MEETING GOALS AND OBJECTIVES AND MAKE SUCH CHANGES AS ARE APPROPRIATE. REPORTS SHALL ALSO BE MADE TO THE BOARD CONCERNING STUDENTS WHO HAVE DECLARED THEIR EDUCATIONAL OBJECTIVES AND LEAVE PRIOR TO THEIR ATTAINMENT. REPORT WRITING GUIDELINES AND QUESTIONNAIRE FORMS ARE APPENDED. (AUTHOR/MJK)

ERIC: ED100440

2004 GUIDELINES FOR THE ASSESSMENT OF SEX BIAS AND SEX FAIRNESS IN CAREER INTEREST INVENTORIES APR 75

MEASUREMENT AND EVALUATION IN GUIDANCE;8;1;7-11

INTEREST TESTS, SEX DISCRIMINATION, GUIDELINES, VOCATIONAL INTERESTS, FEMALES, VOCATIONAL COUNSELING, OCCUPATIONAL ASPIRATION, NATIONAL INSTITUTE OF EDUCATION (NIE)

CONFRONTED WITH THE POSSIBILITY THAT AN INVENTORY WAS SEX BIASED, THE NIE CAREER EDUCATION PROGRAM FOUND THAT NO GENERALLY KNOWN AND ACCEPTED CRITERIA ON WHICH TO BASE A DECISION CONCERNING THE EXTENT TO WHICH AN INTEREST INVENTORY IS SEX BIASED EXISTED. THIS ARTICLE PRESENTS SOME GUIDELINES. (AUTHOR/HMV)

ERIC: EJ115597

2005 GUIDELINES FOR THE DEVELOPMENT OF MANPOWER EDUCATIONAL SERVICES IN THE UNIVERSITY. JAN 72

WILLIAMS, J. EARL

HOUSTON UNIV., TEX. CENTER FOR HUMAN RESOURCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 40P.

ADMINISTRATIVE ORGANIZATION, ADMINISTRATOR QUALIFICATIONS, CASE STUDIES, EDUCATIONAL DEVELOPMENT, EDUCATIONAL FINANCE, GOAL ORIENTATION, GUIDELINES, HUMAN RESOURCES, INTERDISCIPLINARY APPROACH, MANPOWER DEVELOPMENT, MANPOWER NEEDS, RESOURCE CENTERS, RESOURCE STAFF ROLE, TECHNOLOGICAL ADVANCEMENT, UNIVERSITIES, CENTER FOR HUMAN RESOURCES, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA

THE PURPOSE OF THIS GUIDELINE IS TO FURNISH AN EXPLANATION AND EXAMPLE OF HOW ONE UNIVERSITY FACED THE CHANGING CONCEPT OF MANPOWER. TRADITIONALLY, THE UNIVERSITY HAS BEEN A LEADER IN TECHNOLOGICAL REVOLUTIONS IN AGRICULTURE AND SCIENCE, AND NOW IT FINDS ITSELF WITH THE EVEN MORE IMPORTANT CHALLENGE OF CHANGE IN THE DEVELOPMENT OF HUMAN RESOURCES. UNDERSTANDABLY, FOR SUCCESS TO COME, CERTAIN AREAS MUST BE WORKING POSITIVELY BEFORE THE UNIVERSITY CENTER CAN BE STARTED ON A CAMPUS; NEVERTHELESS, SOME PROBLEMS WILL ARISE WHICH MIGHT BE CALLED TYPICAL. ARMED WITH FOREKNOWLEDGE, THE CENTER STAFF MAY BE ABLE TO AVOID SOME OF THESE PROBLEMS; OTHERS CAN BE SOLVED ONLY IF THE STAFF HAS PATIENCE, INGENUITY, AND ENORMOUS DEDICATION TO THE LONG-RANGE GOAL FOR THE CENTER. THE GREATEST REWARD FOR SUCH A CENTER OF HUMAN RESOURCES AT A UNIVERSITY IS IN THE KNOWLEDGE THAT, THROUGH ITS EFFORTS, THE QUALITY OF LIFE HAS BEEN IMPROVED FOR THOSE AT THE UNIVERSITY, IN THE COMMUNITY, AND IN THE REGION IN WHICH IT SERVES. (AUTHOR)

ERIC: ED073319 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (DLMA-82-46-67-15, MF $.35; HC $3.00)

2006 GUIDELINES FOR THE USE OF HEALTH AIDES IN MIGRANT HEALTH PROJECTS. NEW CAREERS PERSPECTIVES REPRINT SERIES NUMBER 7. APR 69

HOFF, WILBUR

UNIVERSITY RESEARCH CORP., WASHINGTON, D.C. INFORMATION CLEARINGHOUSE ON NEW CAREERS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 49P.

GUIDELINES, HEALTH OCCUPATIONS EDUCATION, MIGRANT HEALTH SERVICES, OCCUPATIONAL

(CONT.)

2006 MOBILITY, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM PROPOSALS, SUBPROFESSIONALS, HEALTH AIDES, NEW CAREERS

THESE GUIDELINES ARE THE OUTCOME OF A NATIONWIDE STUDY WHICH EVALUATED THE EFFECTIVENESS OF THE AIDES EMPLOYED BY SPONSORS OF PROJECTS UNDER THE MIGRANT HEALTH ACT OF 1962. INTENDED TO ASSIST PROJECT ADMINISTRATORS AND OTHER PROFESSIONAL WORKERS, THE GUIDELINES ARE ORGANIZED WITHIN A SYSTEM MODEL CONSISTING OF FIVE MAJOR PHASES. THE INITIAL PLANNING PHASE INCLUDES FORMULATION OF PROGRAM OBJECTIVES, DETERMINATION OF PROGRAM ACTIVITIES, IDENTIFICATION OF AUXILIARY STAFF FUNCTIONS, DEVELOPMENT OF JOB DESCRIPTIONS, AND DETERMINATION OF EMPLOYMENT STANDARDS. THE RECRUITMENT PHASE INCLUDES DETERMINATION OF MINIMUM QUALIFICATIONS FOR POSITIONS, DEVELOPMENT OF SELECTION CRITERIA, AND RECRUITMENT AND SELECTION. THE TRAINING PHASE INVOLVES (1) DEVELOPING OBJECTIVES, (2) IDENTIFYING KNOWLEDGES, SKILLS, AND ATTITUDES, (3) DETERMINING APPROPRIATE TEACHING METHODS, (4) SELECTING EDUCATIONAL MATERIALS, (5) CONDUCTING THE TRAINING PROGRAM, AND (6) EVALUATING THE ACCOMPLISHMENTS OF TRAINING. OTHER PHASES DESCRIBED CONCERN SUPERVISION AND EVALUATION. APPENDIXES INCLUDE A CLASSIFICATION SYSTEM FOR AIDE ACTIVITIES, JOB DESCRIPTIONS FOR VARIOUS KINDS OF AIDES, AND EXAMPLES OF CAREER LADDERS. (JK)

ERIC: ED032406

2007 GUIDELINES FOR WRITING JOB PROFILES MAR 76
WALKER, K. G.;AND OTHERS
BALANCE SHEET:57:261-3,285
GUIDELINES, OCCUPATIONAL INFORMATION, TASK ANALYSIS, VOCATIONAL EDUCATION, CURRICULUM DESIGN, JOB SKILLS, KNOWLEDGE LEVEL, POST SECONDARY EDUCATION, ORIENTATION, JOB ANALYSIS, JOB PROFILES

THE PREPARATION OF A JOB PROFILE IS A NECESSARY PREREQUISITE FOR THE DESIGN OF CURRICULUM IN POSTSECONDARY VOCATIONAL COURSES. A COMPLETE JOB PROFILE HAS THE FOLLOWING FOUR COMPONENTS ENVIRONMENTAL AND ORGANIZATIONAL ORIENTATION TO THE JOB, ESSENTIAL KNOWLEDGE, ESSENTIAL SKILLS, AND DESIRABLE PERSONAL QUALITIES. (AUTHOR/BP)

ERIC: EJ137382

2008 HAM AND EGGS ON EARTH JUN 71
MANPOWER:3:6:2-7
ADULT VOCATIONAL EDUCATION, CULTURALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, VOCATIONAL FOLLOWUP, VOLUNTARY AGENCIES, OPPORTUNITIES INDUSTRIALIZATION CENTERS, OIC

OPPORTUNITIES INDUSTRIALIZATION CENTERS SEE PROFIT MOTIVE AS KEY TO HELPING THE POOR. (EDITOR)

ERIC: EJ039161

2009 HAND SEWER, SHOES (BOOT AND SHOE) 788.884--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. AUG 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 21P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, HANDICRAFTS, HAND TOOLS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SHOP CURRICULUM, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, HAND SEWER (SHOES)

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)

ERIC: ED072049

2010 HANDBOOK FOR COMMUNITY MANPOWER SURVEYS. OCT 72
MORTON, J. E.
UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, WASHINGTON, D.C.
NOTES: 120P.; METHODS FOR MANPOWER ANALYSIS NO. 5
COMMUNITY SURVEYS, GUIDES, LABOR FORCE, LABOR SUPPLY, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS

THIS HANDBOOK HAS BEEN PREPARED TO ELIMINATE SOME OF THE GAP OF MANPOWER INFORMATION AT THE LOCAL LEVEL BY ASSISTING LOCAL MANPOWER EXPERTS IN THE COLLECTION OF MANPOWER DATA. ARRANGED IN THE ORDER IN WHICH STEPS ARE TAKEN IN AN ACTUAL SURVEY, CONTENTS OF THE HANDBOOK PROGRESS FROM SURVEY WORK PRECEDING THE FIELDWORK PHASE TO WORK TAKING PLACE DURING THE FIELDWORK PHASE AND FINALLY TO THE POST-FIELDWORK PHASE. IN ADDITION TO A GENERAL DISCUSSION OF THE STEPS, THE HANDBOOK DISCUSSES (1) CONCEPTS, TERMS, AND DEFINITIONS CONVENTIONALLY EMPLOYED IN MANPOWER ANALYSIS, (2) THE INFORMATION TO BE OBTAINED IN A SURVEY, (3) SELECTION OF THE APPROPRIATE TYPE OF SURVEY, (4) SELECTION OF THE DATA COLLECTION INSTRUMENT, (5) ELEMENTS OF THE SAMPLING METHOD, AND (6) DATA

(CONT.)
2010 PROCESSING AND EVALUATION OF SURVEY ACCURACY. NUMEROUS EXAMPLES AUGMENT THE TEXT, AND SEVERAL SAMPLE DATA COLLECTION INSTRUMENTS ARE APPENDED. (SB)
ERIC: ED076790 W. E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, 300 SOUTH WESTNEDGE AVENUE, KALAMAZOO, MI 49007 ($2.00)

2011 HANDBOOK FOR ESTIMATION OF LABOR SUPPLY BY USE OF A COMMUNITY SURVEY. FEB 67
PALOMBA, NEIL A.
IOWA STATE MANPOWER DEVELOPMENT COUNCIL, DES MOINES.
NOTES: 29P.
COMMUNITY SURVEYS, DATA ANALYSIS, DATA COLLECTION, ESTIMATED COSTS, LABOR FORCE, LABOR SUPPLY, MANUALS, MEASUREMENT TECHNIQUES, OCCUPATIONAL SURVEYS, QUESTIONNAIRES, RESEARCH METHODOLOGY, SAMPLING
TECHNIQUES FOR ESTIMATING THE LABOR SUPPLY IN ANY LOCALITY FROM A TOWN AND ITS SURROUNDING RURAL AREA TO A COUNTY OR MULTI-COUNTY AREA ARE PRESENTED. THE LABOR SUPPLY IN A COMMUNITY CAN BE ESTIMATED BY MANY MEANS, INCLUDING REGISTRATIONS OF THE UNEMPLOYED, NEWSPAPER ADVERTISEMENTS, AND A CENSUS-TYPE SAMPLING SURVEY OF THE POPULATION. CHARACTERISTICS OF EACH OF THESE SURVEY TECHNIQUES ARE OUTLINED BRIEFLY ALTHOUGH THE HANDBOOK DISCUSSES IN DETAIL ONLY THE SAMPLING SURVEY METHOD, AS IT IS THE ONLY LOW-COST METHOD WHICH CAN BE USED TO GET RELIABLE ESTIMATES OF A COMMUNITYS LABOR SUPPLY, BOTH ACTUAL AND POTENTIAL. FIVE OF THE SIX CHAPTERS DEAL WITH CONSTRUCTING THE COMMUNITY SURVEY QUESTIONNAIRE, SELECTING THE SAMPLE, ADMINISTERING THE QUESTIONNAIRE, TABULATING AND ANALYZING THE RESULTS, AND ESTIMATING THE COSTS INVOLVED. A SAMPLE COMMUNITY SURVEY QUESTIONNAIRE IS INCLUDED. (ET)
ERIC: ED021981

2012 HANDBOOK FOR ILLINOIS PUBLIC COMMUNITY COLLEGES AND ILLINOIS PRIME SPONSORS UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA). SEP 77
ILLINOIS COMMUNITY COLL. BOARD, SPRINGFIELD.
NOTES: 93P.; PUBLISHED THROUGH A GRANT FROM THE GOVERNORS OFFICE OF MANPOWER AND HUMAN DEVELOPMENT. PAGES 20, 25, 27, AND 28 WERE DELETED DUE TO POOR REPRODUCIBILITY
ADULT VOCATIONAL EDUCATION, COMMUNITY COLLEGES, CONTRACTS, EDUCATIONAL FINANCE, FEDERAL LEGISLATION, GRANTS, GUIDES, JUNIOR COLLEGES, PROJECT APPLICATIONS, STATE AGENCIES, VOCATIONAL EDUCATION, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, ILLINOIS
THIS HANDBOOK PROVIDES AN OVERVIEW OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) LEGISLATION, THE ILLINOIS PUBLIC COMMUNITY COLLEGE SYSTEM, AND PROVIDES THE MECHANICS FOR THE DEVELOPMENT OF CONTRACTS FOR TRAINING AND SERVICES BY ILLINOIS COMMUNITY COLLEGES. IT INCLUDES THE FOLLOWING (1) A SUMMARY OF EACH OF THE EIGHT TITLES OF CETA, AND A LIST OF ILLINOIS PRIME SPONSORS, PROGRAM AGENTS, AND FUNDING ALLOCATIONS; (2) THE PHILOSOPHY AND PURPOSE OF THE COMMUNITY COLLEGE SYSTEM AND ITS FINANCIAL OPERATING HISTORY (3) A DESCRIPTION OF CETA 5(FUNDS FOR VOCATIONAL EDUCATION AND TRAINING AND THE ROLE OF THE ILLINOIS DEPARTMENT OF ADULT VOCATIONAL TECHNICAL EDUCATION (DAVTE) IN ADMINISTERING THESE FUNDS, PLUS A LIST OF DAVTE EMPLOYMENT AND TRAINING STAFF; AND (4) NINE MAJOR STEPS FOR APPLYING FOR CETA FUNDS FROM A PRIME SPONSOR, THE BASIC CONTENTS OF A SUB-AGREEMENT CONTRACT, AND A MODEL CONTRACT. (AUTHOR/RT)
ERIC: ED144646

2013 A HANDBOOK FOR JOB RESTRUCTURING. 70
PHILLIPS, J. EDMUND;AND OTHERS
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 50P.
BIBLIOGRAPHIES, EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, GUIDES, JOB DEVELOPMENT, JOB SKILLS, MANPOWER UTILIZATION, RECORDS (FORMS), JOB RESTRUCTURING
RAPID CHANGES IN THE NATIONS ECONOMY HAVE RESULTED IN SIGNIFICANT INCREASES IN THE DEMAND FOR WORKERS IN TECHNICAL JOBS BUT A SIGNIFICANT DECREASE IN THE DEMAND FOR UNSKILLED WORKERS. UNFORTUNATELY, THE ABILITIES OF AVAILABLE MANPOWER HAVE NOT BEEN DEVELOPED TO MEET THE REQUIREMENTS OF JOBS AT THE LEVELS WHERE THE INCREASED DEMANDS HAVE OCCURRED. AS A RESULT, EMPLOYMENT OPPORTUNITIES ARE NOT AVAILABLE FOR MANY INDIVIDUALS ALTHOUGH MANY JOBS CANNOT BE FILLED. THIS HANDBOOK WAS DEVELOPED TO PROVIDE A BASIC GUIDE FOR USE IN RESTRUCTURING JOB SYSTEMS IN ORDER TO UTILIZE AVAILABLE MANPOWER RESOURCES MORE EFFICIENTLY. THE PROPER AND JUDICIOUS APPLICATION OF THE JOB RESTRUCTURING TECHNIQUES DESCRIBED IN THIS HANDBOOK MAY CONTRIBUTE TO ALLEVIATING THIS IMBALANCE BY PROVIDING APPROPRIATE JOB OPPORTUNITIES FOR THESE INDIVIDUALS. THE METHODOLOGY CONTAINED IN THIS HANDBOOK WAS DERIVED FROM A SPECIAL ADAPTATION OF THE JOB ANALYSIS CONCEPTS AND TECHNIQUES DEVELOPED BY THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE OVER A 35-YEAR PERIOD. JOB RESTRUCTURING WORKSHEETS AND A BIBLIOGRAPHY ARE INCLUDED IN THE REPORT. (AUTHOR/BC)
ERIC: ED057166 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L1.7/2 J57/4, $.55)

2014 HANDBOOK FOR MANPOWER PLANNERS, PART 1. CENSUS USE STUDY. 73
EMERY, DANI:ODONNELL, LYNN
BUREAU OF THE CENSUS (DOC), SUITLAND, MD.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 108P.
CENSUS FIGURES, DATA ANALYSIS, DATA COLLECTION, INFORMATION UTILIZATION, MANPOWER NEEDS, PROGRAM PLANNING, TABLES (DATA)
THIS HANDBOOK IS THE FIRST OF TWO VOLUMES DESIGNED TO ASSIST MANPOWER PLANNERS IN THE USE OF DATA FROM THE 1970 DECENNIAL CENSUS OF POPULATION AND HOUSING. INTENDED TO

(CONT.)
2014 FACILITATE DATA GATHERING, IMPROVE THE QUALITY OF ANALYSIS, AND PROVIDE SUGGESTIONS FOR IDENTIFYING COMMUNITY NEEDS, THE HANDBOOK ATTEMPTS TO BREAK DOWN THE MASS OF AVAILABLE CENSUS DATA INTO USABLE PATTERNS. INFORMATION ON POPULATION BY RACE, ETHNIC GROUP, SEX, AND AGE, SELECTED TARGET GROUPS, EDUCATIONAL ATTAINMENT, EMPLOYMENT STATUS, INCOME LEVEL, AND OCCUPATIONAL ARE PROVIDED IN SIMPLE TABLES. A MINIMUM DATA TABLE GIVES THE PLANNER MOST OF THE INFORMATION NECESSARY TO BEGIN AREA COMPARISONS. THE MANPOWER INDICATORS SECTION OF THE HANDBOOK CONTAINS SEVERAL SUGGESTED TABULATIONS WHICH INCLUDE NATIONAL FIGURES AS WELL AS SOURCES FOR STATE FIGURES. OTHER AIDS TO THE USE OF THE CENSUS DATA ARE INCLUDED WITH A COMMENT SHEET FOR FEEDBACK FROM USERS OF THE HANDBOOK. (KM)
ERIC: ED079560

2015 HANDBOOK FOR THE USE OF BASIC JOB SKILLS FINAL TECHNICAL REPORT JUL 77
MUNGER, SARA J.
SYNECTICS CORP., ALLISON PARK, PA.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-20-42-74-19
NOTES: 32P
COUNSELING, EMPLOYMENT, PLACEMENT, HANDBOOKS, SKILL LEVELS, JOB FINDING, COUNSELORS, PLACEMENT OFFICERS, MENTAL RETARDATES, SLOW LEARNERS, LEARNING DISABILITIES, JOB MATCHING, JOB OPPORTUNITIES, NTISLABPEU
THIS IS THE TECHNICAL DESCRIPTION OF A PROJECT WHICH DEVELOPED A HANDBOOK FOR COUNSELORS AND PLACEMENT OFFICERS IN DEALING WITH THE PROBLEMS OF FINDING JOBS FOR PERSONS WHO ARE MENTALLY RETARDED, SLOW LEARNERS, PERSONS WITH SPECIFIC LEARNING DISABILITIES, AND PERSONS WHO ARE OTHERWISE DEFICIENT IN ACADEMIC AND VOCATIONAL ABILITY.
NTIS: PB-271 701/5ST NTIS PRICES PC A03/MF A01

2016 A HANDBOOK FOR UPGRADING LOW-SKILL WORKERS.
HUMANIC DESIGNS CORP., MANHASSET, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 107P.
EMPLOYMENT LEVEL, GUIDELINES, INPLANT PROGRAMS, MANUALS, PROGRAM EVALUATION, PROGRAM GUIDES, PROGRAM PLANNING, PROMOTION (OCCUPATIONAL), TRAINING TECHNIQUES, UNSKILLED WORKERS, UPGRADING LOW SKILL WORKERS
THIS HANDBOOK CONTAINS GENERAL PROCEDURAL AND METHODOLOGICAL GUIDELINES FOR INPLANT PROGRAMS TO UPGRADE UNSKILLED WORKERS. IT CAN ALSO BE USED AS AN AID TO TRAIN PROFESSIONALS IN THE METHODS AND APPROACHES OF INPLANT TRAINING. GENERALIZED FROM THE EXPERIENC OF 4 YEARS OF DEMONSTRATION PROJECTS, THE HANDBOOK EXPLAINS THE CONCEPT OF INPLANT UPGRADING AND PROVIDES GUIDELINES FOR PROGRAM PLANNING, OPERATIONS, AND EVALUATION. COMPREHENSIVE MARKETING PROCEDURES FOR SELLING UPGRADING PROGRAMS TO EMPLOYERS ARE APPENDED. (BH)
ERIC: ED055164

2017 HANDBOOK OF INFORMATION RELEVANT TO MANPOWER AGENCIES A COMPILATION OF PRACTICE PRINCIPLES AND STRATEGIES FOR MANPOWER OPERATIONS. SEP 72
ERFURT, JOHN C.;AND OTHERS
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 441P.
ADMINISTRATOR GUIDES, EMPLOYMENT PROGRAMS, MANAGEMENT DEVELOPMENT, MANPOWER DEVELOPMENT, ORGANIZATIONAL DEVELOPMENT
CONCEPTS OF INTERNAL AGENCY STRUCTURE AND OPERATIONS, AGENCY-COMPANY RELATIONS, AND AGENCY-ENROLLEE RELATIONS, WITH RECOMMENDATIONS FOR THEIR IMPLEMENTATION, FORM THE THREE MAIN SECTIONS OF THIS HANDBOOK DEVELOPED FOR MANPOWER AGENCY ADMINISTRATORS, SUPERVISORY STAFFS AND PROGRAM PLANNERS. IT IS DESIGNED TO AID THOSE WHO ORGANIZE AND DEVELOP IN-AGENCY TRAINING FOR OPERATIONAL STAFF AND TO INTRODUCE OPERATIONAL PROBLEMS AND PROCEDURES THAT ARE BASIC IN OPERATING A MANPOWER AGENCY FOR THE HARD-TO-EMPLOY. KEY DEVELOPMENTAL CONCEPTS, BASED ON RESEARCH FINDINGS, ARE STRUCTURED WITH OPERATIONAL OBJECTIVES, POLICY GUIDELINES, BENEFITS TO THE AGENCY, AND PRACTICE PRINCIPLES (SPECIFIC PRESCRIPTIONS ON WHAT NEEDS TO BE DONE AND BY WHOM, HOW IT CAN BE ACCOMPLISHED, STRUCTURES AND RESOURCES NEEDED TO ACCOMPLISH THE ACTIVITIES, AND FORESEEABLE DIFFICULTIES). THE HANDBOOK CONTAINS INDEXES ON SUBJECTS, EXAMPLES OF AGENCY EXPERIENCE, AND RESEARCH FINDINGS. (NH)
ERIC: ED095403 INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, 401 FOURTH STREET, ANN ARBOR, MICHIGAN 48103 ($6.00)

2018 HANDBOOK ON WOMEN WORKERS, 1965. 66
HILTON, MARY N.;AND OTHERS
WOMENS BUREAU (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 335P.
ACADEMIC ACHIEVEMENT, BIBLIOGRAPHIES, CIVIL RIGHTS, DIRECTORIES, EMPLOYMENT LEVEL, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, EQUAL OPPORTUNITIES (JOBS), FEMALES, INCOME, INDIVIDUAL CHARACTERISTICS, LABOR FORCE, LABOR LEGISLATION, OCCUPATIONS, ORGANIZATIONS (GROUPS), STATISTICAL DATA, STATUS, UNEMPLOYMENT, WORKING WOMEN
FACTUAL INFORMATION COVERS THE PARTICIPATION AND CHARACTERISTICS OF WOMEN IN THE LABOR FORCE, THE PATTERNS OF THEIR EMPLOYMENT, THEIR OCCUPATIONS, THEIR INCOME AND EARNINGS, THEIR EDUCATION AND TRAINING, AND THE FEDERAL AND STATE LAWS AFFECTING THE EMPLOYMENT AND THE CIVIL AND POLITICAL STATUS OF WOMEN. IN 1965, ABOUT 26 MILLION WOMEN, 37 PERCENT OF ALL WOMEN OF WORKING AGE, COMPRISED 35 PERCENT OF THE LABOR FORCE. ABOUT 32 PERCENT

(CONT.)
2018 OF ALL EMPLOYED WOMEN WERE CLERICAL WORKERS, 16 PERCENT WERE SERVICE WORKERS, 15 PERCENT WERE OPERATIVES, AND ALMOST 14 PERCENT WERE PROFESSIONAL AND TECHNICAL WORKERS. A MEDIAN INCOME OF $3,710 WAS RECEIVED BY YEAR-ROUND FULL-TIME WOMEN WORKERS IN 1964. ALMOST 15 MILLION WOMEN WORKERS WERE AT LEAST HIGH SCHOOL GRADUATES, AND 4.9 MILLION OF THESE HAD SOME COLLEGE EDUCATION. ALMOST THREE-FIFTHS OF COLLEGE GRADUATES, BUT LESS THAN ONE-THIRD OF WOMEN WHO HAVE COMPLETED GRADE SCHOOL ONLY, WERE IN THE LABOR FORCE. THIRTY-FOUR STATES, THE DISTRICT OF COLUMBIA, AND PUERTO RICO HAD MINIMUM WAGE LAWS THAT APPLIED TO WOMEN. A SECTION OF THE REPORT DEALS WITH THE INTERDEPARTMENTAL COMMITTEE, THE CITIZENS ADVISORY COUNCIL, AND THE STATE COMMISSIONS ON THE STATUS OF WOMEN. ORGANIZATIONS OF INTEREST TO WOMEN ARE LISTED, AND A SELECTED BIBLIOGRAPHY IS INCLUDED. THIS DOCUMENT IS ALSO AVAILABLE AS GPO L13.3--290 FOR $1.00 FROM SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402. (PS)
ERIC: ED014568

2019 HANFORD RESERVATION AREA WORKER CENSUS A RESEARCH REPORT FOR THE ROCKWELL HANFORD OPERATIONS JUL 77
YANDON, K. E.
BATTELLE PACIFIC NORTHWEST LABS., RICHLAND, WASH.*ENERGY RESEARCH AND DEVELOPMENT ADMINISTRATION.
CONTRACT NO. EY-76-C-06-1830
NOTES: 15P
BATTELLE PACIFIC NORTHWEST LABORATORIES, HANFORD RESERVATION, MANPOWER, ERDA/290200, LABOR FORCE, DEMOGRAPHIC SURVEYS, NTISERDA
HIGHLIGHTS OF THE WORKER CENSUS SHOW NEARLY 15,000 WORKERS ARE IN OR IMMEDIATELY ADJACENT TO THE AREA; THERE ARE 21 EMPLOYERS; MEASURED FROM THE PUREX PLANT, 80(OF THE TOTAL WORK FORCE IS LOCATED EAST-SOUTHEAST AND SOUTHEAST; AGAIN CENTERED AT PUREX PLANT, 7(OF THE WORK FORCE IS WITHIN 2 MILES, 20(WITHIN 10 MILES, AND 55(WITHIN 12 MILES; THE LARGEST SINGLE CONCENTRATION OF HANFORD AREA WORKERS, 38(, IS FOUND 17 TO 19 MILES FROM THE PUREX PLANT CENTER; INFORMED SOURCES ESTIMATE THAT ANOTHER 10(COULD BE ADDED TO THE WORK FORCE TOTAL TRAVELING IN THE AREA ON HANFORD-RELATED BUSINESS; WORKER COUNTS ARE ONLY CORRECT FOR A SPECIFIC TIME (THEIR FLUCTUATIONS DEPEND ON CONSTRUCTION SCHEDULES); AND CONSTRUCTION WORKER COUNTS CAN VARY FROM 600 TO 3500 OVER A PROJECT TIME PERIOD. DISTRIBUTION OF WORKERS BY RADII AND COMPASS DIRECTION IS EXPLAINED. (ERA CITATION 02 056916)
NTIS: BNWL-2298 NTIS PRICES PC A02/MF A01

2020 A HARD ACT TO FOLLOW DEC-JAN 77
APPALACHIA:10:3:1-9
HEALTH OCCUPATIONS EDUCATION, VOCATIONAL TRAINING CENTERS, VOCATIONAL SCHOOLS, PARAMEDICAL OCCUPATIONS, HEALTH PERSONNEL, TENNESSEE
A TENNESSEE VOCATIONAL-TECHNICAL SCHOOL HAS BECOME A CERTIFIED PARAMEDICAL SCHOOL TO HELP SUPPLY TO ITS AREA BADLY NEEDED PARAMEDICAL PERSONNEL. (AUTHOR)
ERIC: EJ155694

2021 THE HARD CORE IN TRAINING - WHO MAKES IT MAY 72
KIRCHNER, WAYNE K.;LUCAS, JUNE A.
TRAINING AND DEVELOPMENT JOURNAL:26:5:34-7
ADULT VOCATIONAL EDUCATION, EMPLOYMENT PROGRAMS, JOB TRAINING, LABOR PROBLEMS, MOTIVATION TECHNIQUES, TRAINING TECHNIQUES
ARTICLE DESCRIBES RESULTS OF A STUDY BY 3M COMPANY INDICATING THE IMPORTANCE OF MOTIVATION IN TRAINING THE HARD-CORE UNEMPLOYABLE. (AUTHOR/MM)
ERIC: EJ061135

2022 HARD CORE UNEMPLOYMENT SEP 70
TAPP, JUNE L.;ROBERTS, ARTHUR H.
TRANSACTION:7:11:48-49
UNEMPLOYMENT, VOCATIONAL APTITUDE, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, VOCATIONAL RETRAINING, VOCATIONAL TRAINING CENTERS, ATTITUDE INVENTORY, AI, GENERAL APTITUDE TEST BATTERY, GATB
ERIC: EJ024221

2023 HARD TIMES HIT THE OLD HARDEST NOV-DEC 76
ROSENBLUM, MARC J.
SOCIAL POLICY:7:3:43-47
GERONTOLOGY, OLDER ADULTS, ECONOMIC CLIMATE, LABOR FORCE, GERIATRICS, AGE GROUPS, SENIOR CITIZENS, ECONOMIC FACTORS, MINORITY GROUPS, AGE DISCRIMINATION
SUGGESTS THAT THE ULTIMATE ECONOMIC STATUS OF THOSE BEYOND MIDDLE AGE, PRECARIOUS AT BEST, MAY COME TO DEPEND MORE DURING THE YEARS AHEAD ON FEDERAL EMPLOYMENT POLICY RATHER THAN ON THE LOCAL LABOR MARKETS. (AUTHOR/AM)
ERIC: EJ152579

2024 THE HARD-CORE UNEMPLOYED, AN ANNOTATED BIBLIOGRAPHY. REFERENCE MEMORANDUM SERIES. FEB 69
MESICS, EMIL, COMP.;MARCUS, SAMUEL, COMP.
STATE UNIV. OF NEW YORK, ITHACA. SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIV.
NOTES: 5P.
ANNOTATED BIBLIOGRAPHIES, CULTURALLY DISADVANTAGED, EDUCATIONALLY DISADVANTAGED,

(CONT.)

2024 EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, JOB PLACEMENT, JOB TENURE, JOB TRAINING, MANPOWER DEVELOPMENT, MINORITY GROUPS, NEGROES, UNEMPLOYED, UNEMPLOYMENT, VOCATIONAL EDUCATION
PERTINENT ITEMS HAVING TO DO WITH NATIONAL POLICY ON HARD-CORE UNEMPLOYED AND SPECIFIC APPLICATIONS AND TECHNIQUES DRAWN FROM ORGANIZATIONAL EXPERIENCES ARE IDENTIFIED. THE COMPILERS FOCUSED UPON 1968 PUBLICATIONS: THE EARLIEST PUBLICATION DATE IS 1964. THE 41 ENTRIES ARE ORGANIZED UNDER THE FOLLOWING HEADINGS (1) POVERTY IN THE COMMUNITY AND THE NATION--THE HARD-CORE UNEMPLOYED, (2) GETTING AND HOLDING JOBS BY THE HARD-CORE UNEMPLOYED, (3) LEARNING AND RETRAINING PROBLEMS AND (4) EXPERIENCES WITH INTEGRATING THE HARD-CORE INTO WORK INVOLVEMENT. (JK)
ERIC: ED032424 DISTRIBUTION CENTER, NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, CORNELL UNIVERSITY, ITHACA, NEW YORK 14850

2025 THE HARD-TO-EMPLOY EUROPEAN PROGRAMS JAN 70
REUBENS, BEATRICE G.
COLUMBIA UNIV., NEW YORK.
NOTES: 440P
EMPLOYMENT, WESTERN EUROPE, ECONOMICS, MANAGEMENT PLANNING, COUNSELING, HARD CORE UNEMPLOYED GROUPS, DISADVANTAGED GROUPS
THE DOCUMENT CONTAINS A STUDY IN DEPTH OF POLICIES FOR THE HARD-TO-EMPLOY IN NINE WESTERN EUROPEAN COUNTRIES SWEDEN, GREAT BRITAIN, FRANCE, ITALY, WEST GERMANY, THE NETHERLANDS, BELGIUM, NORWAY, AND DENMARK. THE STUDY BEGINS WITH THE BASIC QUESTION OF WHY HARD-CORE UNEMPLOYMENT PERSISTS IN AN ECONOMY CHARACTERIZED BY A HIGH LEVEL OF DEMAND FOR MANPOWER. DETAILED CASE STUDIES INVESTIGATED A HIGH LEVEL OF DEMAND FOR MANPOWER, WHILE HARD-CORE UNEMPLOYMENT CONTINUES BECAUSE THERE ARE ALWAYS WORKERS WHO BECAUSE OF PHYSICAL, MENTAL, EMOTIONAL, OR PERSONALITY CHARACTERISTICS, ENCOUNTER DIFFICULTIES IN THEIR JOB HUNTING. THE AUTHOR EXAMINES LEGISLATION AND FORMAL POLICIES IMPLEMENTED BY THE GOVERNMENTS, IN AN EFFORT TO DISCOVER TO WHAT EXTENT THE PROBLEMS OF THE HARD-TO-EMPLOY HAVE REALLY BEEN MET IN WESTERN EUROPE.
NTIS: PB-193 414 CFSTI PRICES HC$3.00 MF$0.65

2026 HARDCORE YOUTH UNEMPLOYMENT. OCT 70
FORTHMAN, ROBERT CROOKS
CALIFORNIA UNIV., BERKELEY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 323P.
COUNSELING SERVICES, CULTURAL BACKGROUND, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, HUMAN SERVICES, LOW INCOME GROUPS, SOCIAL WORK, UNEMPLOYED, YOUTH EMPLOYMENT, YOUTH PROBLEMS
THIS ACTION RESEARCH PROJECT EXAMINED THE CULTURE OF A LOW-INCOME WHITE YOUTH POPULATION IN SAN PABLO, CALIFORNIA, AND ATTEMPTED TO ASSIST CERTAIN YOUTH WITH EMPLOYMENT PROBLEMS. FROM MAY 1, 1969 THROUGH AUGUST 31, 1970 APPROXIMATELY 100 UNEMPLOYED YOUTHS BETWEEN THE AGES OF 14 AND 24 WERE LOCATED AND OFFERED VARIOUS INDIVIDUAL AND GROUP SOCIAL WORK SERVICES. DURING THE COURSE OF THE STUDY, MEETINGS WERE HELD IN PUBLIC FACILITIES AND THE HOME OF ONE OF THE MEMBERS. IT WAS ASSUMED THAT GROUP METHODS OF INTERVENTION SUPPLEMENTED BY FLEXIBLE INDIVIDUAL SOCIAL WORK SERVICES WOULD FACILITATE STUDY OF THE CULTURE OF THESE YOUTH AND ASSIST SOME INDIVIDUALS INTO JOBS AND BETTER WORK ADJUSTMENT. A GREAT DEAL OF INFORMATION ABOUT THE CULTURE WAS GATHERED BUT THERE WAS NO SUBSTANTIAL EVIDENCE THAT SERVICES IMPROVED EMPLOYABILITY. (AUTHOR)
ERIC: ED081961 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-194 738, MF $1.45, HC $3.00)

2027 THE HARDSHIP INDEX 1976
LEVITAN, S.A.; TAGGART, R.
ACROSS THE BOARD, VOL.13, NO.11, NOV 1976, P. 55-60.
ECONOMICS, HUMAN RESOURCE DEVELOPMENT, INCOME, INDEX, LABOR MARKET, STATISTICS, UNEMPLOYMENT
CONTENDS THAT UNEMPLOYMENT STATISTICS ARE NO LONGER AN ADEQUATE MEASURE OF HARDSHIP OR ECONOMIC HEALTH. PROPOSES THE ADOPTION OF AN EMPLOYMENT AND EARNINGS INADEQUACY INDEX.
MGMT: CBR76K0055

2028 HARTFORD LABOR MOBILITY DEMONSTRATION PROJECT. FINAL REPORT. 1 FEB 68
CONNECTICUT STATE DEPT. OF PUBLIC WELFARE, HARTFORD. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 59P.
JOB TRAINING, MOBILITY, NEGROES, OCCUPATIONAL MOBILITY, PUERTO RICANS, RELOCATION, UNDEREMPLOYED, UNEMPLOYED, VOCATIONAL COUNSELING, WELFARE RECIPIENTS, VISTA, VOLUNTEERS IN SERVICE TO AMERICA
THE PROJECT WAS AN EFFORT TO RELOCATE UNEMPLOYED AND UNDEREMPLOYED PERSONS, PREDOMINANTLY NEGROES AND PUERTO RICANS, FROM THE GHETTO TO THE SUBURBS TO LEARN WHETHER JOB FINDING ASSISTANCE, COUNSELING AND RELOCATION COULD ENABLE FAMILIES WITH AN ABLE-BODIED WAGE EARNER TO GET OFF WELFARE ROLLS. (NTIS)
ERIC: ED081918 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 403, MF $1.45, HC $3.00)

2029 HARTFORDS SUBURBAN CRUNCH 1976
BUSINESS WEEK, NO.2431, MAY 10, 1976, P. 75-78.
AFFIRMATIVE ACTION, CITIES, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, GOVERNMENT SPENDING, HOUSING, HUMAN RELATIONS, MINORITIES IN BUSINESS,

(CONT.)
2029 REVENUE SHARING, URBAN DEVELOPMENT
HARTFORD SUBURBS MAY LOSE FEDERAL REVENUE SHARING FUNDS BECAUSE HOUSING DEVELOPMENT PLANS DO NOT MEASURE UP TO HOUSING URBAN DEVELOPMENT DEPT. STANDARDS, AND MINORITY EMPLOYMENT AND DELIVERY OF SERVICE STANDARDS. THE SUBURBS ARE CHANGING THE PROJECTS AND RESUBMITTING APPLICATION FOR HUD FUNDS.
MGMT: BWE76E1075

2030 HARVARD HELPS TRAIN POOR FOR HUMAN SERVICE CAREERS. PUBLIC JOBS AND THE DISADVANTAGED, 2 OCT 72
MURPHY, BETTY
OPPORTUNITY;2;9;13,19-24
ADULT EDUCATION PROGRAMS, CAREER LADDERS, CAREER OPPORTUNITIES, COMMUNITY INVOLVEMENT, ECONOMIC DISADVANTAGEMENT, EDUCATIONAL DISADVANTAGEMENT, EMPLOYMENT QUALIFICATIONS, EQUAL OPPORTUNITIES (JOBS), MINORITY GROUPS
DESCRIPTION OF THE PUBLIC SERVICE CAREERS (PSC) PROGRAM AT HARVARD EXTENSION SCHOOL FOR EDUCATIONALLY DISADVANTAGED ADULTS. (DM)
ERIC: EJ065519

2031 HEADHUNTING IN THE EXECUTIVE SUITE 1976
THOMPSON, J.A.
DIRECTORS + BOARDS, VOL.1, NO.1, SPRING 1976, P. 22-43, BIBLIOG. 285
CONSULTANT, COST, EXECUTIVE, HEAD HUNTER, MANAGEMENT, MINORITIES, RECRUITMENT
TECHNIQUES OF EXECUTIVE HEAD HUNTERS ARE GIVEN ALONG WITH TIPS ON HOW TO FIND AND EMPLOY HEAD HUNTERS. RELEVANT INFORMATION NEEDED BY HEAD HUNTERS AND EXECUTIVES, CONTRACT ARRANGEMENTS.
MGMT: DB076N0022

2032 HEADSTART, CHILD DEVELOPMENT LEGISLATION, 1972. JOINT HEARING BEFORE THE SUBCOMMITTEE ON CHILDREN AND YOUTH AND THE SUBCOMMITTEE ON EMPLOYMENT, MANPOWER, AND POVERTY. MAR 72
CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE COMMITTEE ON LABOR AND PUBLIC WELFARE.
NOTES: 634P.; U.S. SENATE, NINETY-SECOND CONGRESS, SECOND SESSION
DISADVANTAGED YOUTH, ECONOMICALLY DISADVANTAGED, EDUCATIONAL DEVELOPMENT, EDUCATIONAL OPPORTUNITIES, FEDERAL LEGISLATION, POVERTY PROGRAMS, YOUTH EMPLOYMENT, PROJECT HEAD START
A JOINT HEARING BEFORE THE SUBCOMMITTEE ON CHILDREN AND YOUTH, AND THE SUBCOMMITTEE ON EMPLOYMENT, MANPOWER, AND POVERTY OF THE COMMITTEE ON LABOR AND PUBLIC WELFARE ARE PRESENTED. THE PURPOSE OF THIS HEARING ON S. 3193 IS TO PROVIDE FOR THE CONTINUATION OF PROGRAMS AUTHORIZED UNDER THE ECONOMIC OPPORTUNITY ACT OF 1964, AND FOR OTHER PURPOSES. THE HEARING ON S. 3228 AIMED TO STRENGTHEN AND EXPAND THE HEADSTART PROGRAM, WITH PRIORITY TO THE ECONOMICALLY DISADVANTAGED; TO AMEND THE ECONOMIC OPPORTUNITY ACT OF 1964. (RG)
ERIC: ED069332 SUBCOMMITTEE ON CHILDREN AND YOUTH; ROOM 586, SENATE ANNEX, U.S. SENATE, WASHINGTON, D.C., 20510 (NO CHARGE)

2033 HEALTH AND CETA. A COORDINATION GUIDE FOR HEALTH ADMINISTRATORS. MAR 76
URBAN MANAGEMENT CONSULTANTS OF SAN FRANCISCO, INC., CALIF. OFFICE OF HUMAN DEVELOPMENT (DHEW), WASHINGTON, D.C. OFFICE OF MANPOWER.
NOTES: 47P.; FOR RELATED DOCUMENTS SEE CE 009 362-363
ADMINISTRATOR GUIDES, COOPERATIVE PROGRAMS, FEDERAL PROGRAMS, GUIDELINES, HEALTH OCCUPATIONS, HEALTH OCCUPATIONS EDUCATION, HEALTH PERSONNEL, HEALTH PROGRAMS, HEALTH SERVICES, INTERAGENCY COORDINATION, MANPOWER DEVELOPMENT, PROGRAM ADMINISTRATION, PROGRAM COORDINATION, PROGRAM PLANNING, WELFARE AGENCIES, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, UNITED STATES
WRITTEN FOR STATE AND LOCAL OPERATORS OF HEALTH EDUCATION AND WELFARE (HEW)-FUNDED HEALTH SERVICE, HEALTH MANPOWER, AND HEALTH PLANNING PROGRAMS, THIS GUIDE IS INTENDED TO SERVE FOUR MAJOR PURPOSES (1) PROVIDE SELECTED INSIGHTS INTO THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) AND HOW IT WORKS; (2) POINT OUT POTENTIAL AREAS FOR COOPERATION WHICH, FROM STUDY OR FIELD EXPERIENCE, HOLD THE PROMISE OF BENEFIT TO THE CLIENTS AND ADMINISTRATORS OF BOTH CETA AND HEALTH PROGRAMS; (3) PRESENT A BRIEF ANALYTICAL FRAMEWORK FOR IDENTIFYING OTHER ARRANGEMENTS NOT SPECIFICALLY OUTLINED IN THIS GUIDE; AND (4) REVIEW THE HEW MANAGEMENT TECHNIQUES THAT HAVE PROVEN THEIR VALUE IN NEGOTIATION AND IMPLEMENTATION OF EXISTING ARRANGEMENTS BETWEEN CETA AND HEALTH PROGRAMS. ONE SECTION OF THE GUIDE FOCUSES ON DESCRIPTION OF CETA PROGRAMS AND THE RELATIONSHIPS BETWEEN THEM AND HEALTH PROGRAMS. NINE SPECIFIC EXAMPLES OF COORDINATION OPPORTUNITIES ARE PRESENTED IN ANOTHER SECTION, E.G., COMBINING RESOURCES TO DEVELOP A DEMONSTRATION TRAINING PROGRAM FOR DISABLED YOUTH. ANALYSIS, IDENTIFICATION, AND IMPLEMENTATION OF COORDINATION ARRANGEMENTS ARE DISCUSSED IN THE FINAL SECTION, AND AN ILLUSTRATIVE AGREEMENT IS APPENDED. (WL)
ERIC: ED133500

2034 HEALTH AND NUTRITIONAL STATUS OF WORKING AND NON-WORKING MOTHERS IN POVERTY GROUPS. 73
ROE, DAPHNE A.; EICKWORT, KATHLEEN R.
CORNELL UNIV., ITHACA, N.Y. GRADUATE SCHOOL OF NUTRITION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 277P.
ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROBLEMS, FEMALES, LOW INCOME, NUTRITION,

(CONT.)

2034 PHYSICAL HEALTH, POVERTY RESEARCH, SPECIAL HEALTH PROBLEMS, STATE SURVEYS, UNEMPLOYED, WELFARE RECIPIENTS, WORKING PARENTS, WORKING WOMEN, NEW YORK

THE AIM OF THIS STUDY WAS TO EXAMINE THE HEALTH AND NUTRITIONAL STATUS OF LOW-INCOME WOMEN IN UPSTATE NEW YORK AND TO IDENTIFY PROBLEMS THAT INTERFERE WITH THEIR EMPLOYMENT. QUESTIONNAIRES ON HEALTH AND WORK, COMPLETE MEDICAL AND EMPLOYMENT HISTORIES, PHYSICAL EXAMINATION, LABORATORY TESTS, DENTAL EXAMINATION AND DIET RECALLS WERE OBTAINED FOR 469 LOW-INCOME WOMEN, MOTHERS OF AT LEAST ONE TEEN-AGE CHILD. AMONG THE MAJOR FINDINGS ARE THE FOLLOWING THE GREATER THE TOTAL NUMBER OF CURRENT MEDICAL COMPLAINTS THAT THE WOMEN REPORTED, THE LESS LIKELY THEY WERE TO BE EMPLOYED. AMONG THESE COMPLAINTS NEURASTHENIC SYMPTOMS INCLUDING TIREDNESS, INSOMNIA, HEADACHES AND NERVOUSNESS TOGETHER WERE SIGNIFICANTLY MORE COMMON AMONG THE NON-WORKING GROUPS. PHYSICAL AND MENTAL DISABILITIES, DOCUMENTED BY EXAMINATION, WERE ALSO ASSOCIATED WITH UNEMPLOYMENT. OBESITY WAS THE MOST COMMON NUTRITIONAL PROBLEM ENCOUNTERED. UNEMPLOYMENT WAS RELATED TO OBESITY, AND THE INCIDENCE OF UNEMPLOYMENT ROSE DIRECTLY WITH THE DEGREE OF FATNESS. THE ASSOCIATION BETWEEN UNEMPLOYMENT AND OBESITY COULD BE EXPLAINED AS BEING DUE TO THE COEXISTENCE OF DISEASES KNOWN TO BE COMPLICATIONS OF OBESITY, SUCH AS HYPERTENSIVE HEART DISEASE AND DIABETES. VARIABLES CORRELATED WITH CURRENT WELFARE STATUS (WELFARE DEPENDENCY) INCLUDED ABSENCE OF AN EMPLOYED HUSBAND, DISABILITIES ARISING IN EARLY LIFE AND THE PRESENCE OF CHRONIC DISEASE. THE TOTAL NUMBER OF YEARS A WOMAN HAD BEEN EMPLOYED SINCE LEAVING SCHOOL WAS RELATED DIRECTLY TO EDUCATION AND JOB SKILLS AND INVERSELY TO THE NUMBER OF CHILDREN AND NUMBER OF PREGNANCIES. (AUTHOR/JM)

ERIC: ED088983   NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. (NO CHARGE)

2035 HEALTH IN AMERICA 1776 - 1976   1976
HEALTH RESOURCES ADMINISTRATION, ROCKVILLE, MD.
NOTES: 211P

UNITED STATES, HEALTH PLANNING, HEALTH CARE, HRP/AA, HRP/ZJ, HRP/MEL, HRP/SA, HRP/MCA, HRP/KE, HRP/DE, HRP/MBC, HRP/UEC, HRPGEO/YUS, HRPOCC/XZ, TRENDS, GOVERNMENT, MILITARY MEDICINE, VETERANS(MILITARY PERSONNEL), PUBLIC HEALTH, ACCESSIBILITY, NATIONAL HEALTH INSURANCE, NTISHRANHP

A SERIES OF PAPERS ON TRENDS IN HEALTH CARE IN THE UNITED STATES FROM 1776 TO 1976 IS PRESENTED. FIVE PAPERS ARE CONCERNED WITH GOVERNMENT AND HEALTH IN THE 17TH AND 18TH CENTURIES. THEY SPECIFICALLY DEAL WITH HEALTH CARE FROM A PERSONAL PERSPECTIVE, THE HEALTH RECORD OF THE AMERICAN PEOPLE, THE EVOLUTION OF MILITARY MEDICINE, MEDICAL CARE FOR AMERICAN VETERANS, AND THE U.S. PUBLIC HEALTH SERVICE. SIX PAPERS ADDRESS EMERGING HEALTH ISSUES IN THE 20TH CENTURY THE AMERICAN EXPERIENCE WITH BIOMEDICAL SCIENCE, PLANNING FOR QUALITY HEALTH CARE, FEDERAL/STATE/LOCAL PARTNERSHIPS IN HEALTH, HEALTH AND MEDICAL MANPOWER, THE CHALLENGE OF EQUITABLE ACCESS, AND POLICY PLANNING FOR NATIONAL HEALTH INSURANCE. A CHRONOLOGY OF MAJOR HEALTH LEGISLATION IS PROVIDED IN AN APPENDIX.

NTIS: HRP-0016500/1ST   NTIS PRICE NOT AVAILABLE NTIS

2036 HEALTH MANPOWER AN ANNOTATED BIBLIOGRAPHY.   MAR 73
AMERICAN HOSPITAL ASSOCIATION, CHICAGO, ILL.
NOTES: 57P.; THIRD EDITION

ANNOTATED BIBLIOGRAPHIES, CAREER OPPORTUNITIES, EDUCATIONAL PROGRAMS, HEALTH OCCUPATIONS EDUCATION, HEALTH PERSONNEL, JOB TRAINING, MANPOWER DEVELOPMENT, MINORITY GROUPS, OCCUPATIONAL GUIDANCE, RECRUITMENT, VOCATIONAL COUNSELING, VOCATIONAL RETRAINING

THIS 2-PART ANNOTATED BIBLIOGRAPHY CONTAINS REFERENCES THAT SHOULD BE USEFUL TO INDIVIDUALS PLANNING HEALTH CAREERS PROJECTS AND ACTIVITIES, THOSE CONCERNED WITH THE DEVELOPMENT OF HEALTH OCCUPATIONS PROGRAMS, AND PERSONS INVOLVED IN ATTRACTING AND RETAINING MINORITY GROUP REPRESENTATIVES IN THE HEALTH FIELD. THE FIRST PART OF THE BIBLIOGRAPHY LISTS ARTICLES AND PUBLICATIONS ON VARIOUS ASPECTS OF HEALTH MANPOWER, SUCH AS CAREER COUNSELING, RECRUITMENT, EDUCATION, AND MANPOWER PROGRAMS. THE SECOND PART PRESENTS REFERENCE MATERIALS CONCERNED WITH MINORITY GROUP EMPLOYMENT, INCLUDING REFERENCES DEALING WITH MANPOWER POLICIES, EDUCATION, RECRUITMENT, EMPLOYMENT, AND RETRAINING AND UPGRADING. ENTRIES ARE ARRANGED ALPHABETICALLY BY TITLE AND INCLUDE THE AUTHOR, PUBLICATION INFORMATION, ANNOTATION, AND COST OF NON-PERIODICAL PUBLICATIONS. A LIST OF THE PUBLISHERS AND THEIR ADDRESSES IS PROVIDED. AN EARLIER EDITION OF THIS BIBLIOGRAPHY IS AVAILABLE AS ED 070 862. (SB)

ERIC: ED079534   AMERICAN HOSPITAL ASSOCIATION, 840 NORTH LAKE SHORE DRIVE, CHICAGO, ILLINOIS 60611 ($2.00)

2037 HEALTH MANPOWER IN HOSPITALS.   71
LOSEE, GARRIE J.;ALTENDERFER, MARION E.
NATIONAL INSTITUTES OF HEALTH (DHEW), BETHESDA, MD. BUREAU OF HEALTH PROFESSIONS EDUCATION AND MANPOWER TRAINING.
NOTES: 98P.

COMPARATIVE ANALYSIS, EMPLOYMENT OPPORTUNITIES, HEALTH EDUCATION, HEALTH OCCUPATIONS, HOSPITAL PERSONNEL, MANPOWER NEEDS, MANPOWER UTILIZATION, NATIONAL SURVEYS, DIVISION OF MANPOWER INTELLIGENCE, DMI

THIS IS THE FIRST IN A SERIES OF DIVISION OF MANPOWER INTELLIGENCE (DMI) REPORTS DESIGNED TO CONTRIBUTE TO A BETTER UNDERSTANDING OF HEALTH EDUCATION AND TRAINING. THIS REPORT PRESENTS NATIONAL AND REGIONAL ESTIMATES OF THE NUMBERS OF PROFESSIONAL, TECHNICAL, AND OTHER PERSONNEL EMPLOYED IN HOSPITALS IN THE UNITED STATES. NUMBER OF EMPLOYEES, BUDGETED POSITIONS VACANT, AND ADDITIONAL CURRENT MANPOWER NEEDS ARE REPORTED BY OCCUPATIONAL CATEGORY OF PERSONNEL AND BY OWNERSHIP AND TYPE OF HOSPITAL. THE PRIMARY FOCUS OF THE STATISTICS AND ANALYSES IN THIS REPORT IS ON COMMUNITY HOSPITALS WHICH MADE UP APPROXIMATELY 5,500 OUT OF AN ESTIMATED 7,930 HOSPITALS IN 1969. FUTURE REPORTS WILL

(CONT.)
2037 PRESENT THE RESULTS OF MORE DETAILED ANALYSES OF LEVELS OF STAFFING AND OF NEEDS. (GEB)
ERIC: ED054338 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (HE20. 3114 H79, $1.00)

2038 HEALTH MANPOWER INFORMATION FOR POLICY GUIDANCE 1976
HIESTAND, DALE L.;OSTOW, MIRIAM
COLUMBIA UNIV., NEW YORK. ROBERT WOOD JOHNSON FOUNDATION, PRINCETON, N.J.
AVAILABLE FROM BALLINGER PUBLISHING CO., 17 DUNSTER ST., CAMBRIDGE, MASS. 02138.
NOTES: 160P
MEDICAL PERSONNEL, HEALTH RESOURCES, HEALTH MANPOWER, HRP/MCA, HRP/Z9, HRP/MCAC, HRP/AA, HRP/PA, HRP/MB, HRP/UE, HRP/FD, HRP/MCAB, HRP/EF, HRP/MCAD, HRP/CFA, HRP/MAA, HRP/QAP, HRPGEO/YUS, HRPCCC/XG, HRPOCC/XA, HRPOCC/XE, HRPOCC/XD, HRPOCC/XF, HRP/Z9, MEETINGS, NTISHRANHP
THE PROCEEDINGS OF A CONFERENCE ON THE IMPROVEMENT OF HEALTH MANPOWER INFORMATION FOR POLICY GUIDANCE ARE REPORTED. IT WAS POSTULATED AT THE CONFERENCE THAT IMPROVED HEALTH INFORMATION WILL LEAD TO IMPROVED HEALTH POLICY. THE CONFERENCE WAS SPONSORED BY COLUMBIA UNIVERSITY AND WAS HELD APRIL 16 - 18, 1975 IN TARRYTOWN, NEW YORK. CONFERENCE PRESENTATIONS ARE CONCERNED WITH THE FOLLOWING TOPICS HEALTH MANPOWER INFORMATION AND POLICY: EDUCATION AND THE LICENSURE OF PHYSICIANS: THE DISTRIBUTION OF PHYSICIANS AND ACCESS TO MEDICAL SERVICES: NURSING MANPOWER ANALYSIS: TRENDS IN NURSING EDUCATION AND PROJECTIONS ON THE SUPPLY OF NURSES: TRENDS IN THE DISTRIBUTION OF NURSING MANPOWER: A PROFILE OF THE PHYSICIANS ASSISTANT: ALLIED HEALTH MANPOWER: BUREAU OF LABOR STATISTICS INDUSTRY WAGE SURVEY OF HOSPITALS: KAISER - PERMANENTE HEALTH PLAN: HEALTH MANPOWER AS VIEWED BY THE VETERANS ADMINISTRATION: MEDICAL MANPOWER IN THE HEALTH INSURANCE PLAN OF GREATER NEW YORK: AND THE EVOLVING RELATIONSHIP OF INFORMATION TO POLICY DECISIONS.
NTIS: HRP-0012993/2ST NTIS PRICE NOT AVAILABLE NTIS

2039 HEALTH MANPOWER LITERATURE. VOLUME 1. NUMBER 1. JUL 77
NORTHEASTERN UNIV., BOSTON, MASS. CENTER FOR MEDICAL MANPOWER STUDIES. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT.
GRANT NO. DL-42-25-72-10
NOTES: 97P.: SOME PARTS MAY BE MARGINALLY LEGIBLE DUE TO TYPE SIZE OF THE ORIGINAL DOCUMENT
ABSTRACTS, ACCOUNTABILITY, ADMINISTRATIVE PERSONNEL, ANNOTATED BIBLIOGRAPHIES, COST INDEXES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROJECTIONS, FEDERAL PROGRAMS, HEALTH INSURANCE, HEALTH OCCUPATIONS, HEALTH PERSONNEL, HEALTH SERVICES, JOB MARKET, LABOR MARKET, LABOR UNIONS, MANPOWER NEEDS, MANPOWER UTILIZATION, PARAMEDICAL OCCUPATIONS, PUBLIC POLICY, MASSACHUSETTS (BOSTON), MASSACHUSETTS (CAMBRIDGE), UNITED STATES
INTENDED FOR RESEARCHERS IN THE HEALTH MANPOWER FIELD, THIS BOOKLET CONTAINS ABSTRACTS OF BOOKS AND JOURNAL ARTICLES ON HEALTH MANPOWER PUBLISHED OVER THE PAST EIGHTEEN MONTHS AND A REPORT OF A STUDY OF THE CENTER FOR MEDICAL MANPOWER STUDIES. THE BOOKLET BEGINS WITH TWO PAGES THAT LIST TEN HEALTH MANPOWER INDICATORS INVOLVING COSTS, PATIENT ADMISSIONS, AND NUMBERS OF HEALTH PERSONNEL. THE NEXT SECTION, THE MARKET FOR MIDDLE ECHELON HEALTH CARE ADMINISTRATORS (MEHCAS), DESCRIBES A STUDY CONDUCTED TO ASSESS THE POTENTIAL EMPLOYMENT OPPORTUNITIES OF MEHCAS IN HOSPITALS, LONG-TERM FACILITIES, AND AMBULATORY FACILITIES IN THE BOSTON-CAMBRIDGE AREA. IT INCLUDES PROJECTIONS OF DEMAND FOR MEHCAS AND THE IMPACT OF NATIONAL HEALTH INSURANCE ON THESE PROJECTIONS. THE ABSTRACTS SECTION INCLUDES TWO-PAGE ABSTRACTS OF FIVE BOOKS (THE UNION EPIDEMIC, HEALTH MANPOWER INFORMATION FOR POLICY GUIDANCE, THE MANPOWER PROBLEM IN MENTAL HOSPITALS, A SPY IN THE HOUSE OF MEDICINE, AND PHYSICIAN PRODUCTIVITY AND THE DEMAND FOR HEALTH MANPOWER) AND ONE- TO TWO-PAGE ABSTRACTS OF FOURTEEN ARTICLES. SOME REPRESENTATIVE TITLES ARE AN OVERVIEW OF PRIMARY HEALTH CARE, PRODUCTIVITY OF WOMEN PHYSICIANS, AND THE ROLE OF NEW HEALTH PRACTITIONERS IN A PREPAID GROUP PRACTICE. A LIST OF THE SEVENTY-SEVEN JOURNALS SEARCHED FOR THE ABSTRACTS IS INCLUDED. (EM)
ERIC: ED143825

2040 HEALTH MANPOWER RESEARCH. VOLUME 2. JUN 67
NOTES: 408P.
ADMINISTRATION, BIBLIOGRAPHIES, COURSE OBJECTIVES, ECONOMICS, EDUCATIONAL PROGRAMS, HEALTH OCCUPATIONS, HEALTH PERSONNEL, HEALTH SERVICES, HOSPITALS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MASTERS THESES, MEDICAL SERVICES, PROGRAM DESCRIPTIONS, REFERENCE MATERIALS, RESEARCH, SOCIOLOGY, TEXTBOOKS
SOME INFORMATIONAL MATERIALS USED IN THE PROJECT REPORTED IN HEALTH MANPOWER RESEARCH, VOLUME 1 (VT 005 426) ARE PRESENTED. A 97-PAGE BIBLIOGRAPHY COVERS MANPOWER, HEALTH OCCUPATIONS, PLANNING AND LEGISLATION, MIGRATION OF HEALTH PERSONNEL, STAFFING AND UTILIZATION, HEALTH ECONOMICS, AND RESEARCH INTO HEALTH MANPOWER. APPENDIXES INCLUDE (1) A CATALOG OF PERTINENT TEXT MATERIALS CONSISTING MAINLY OF READING LISTS FOR ECONOMICS AND SOCIOLOGY COURSES PROVIDED BY PROFESSORS IN VARIOUS UNIVERSITIES, (2) A LISTING OF MASTERS THESIS TOPICS IN THE FIELD OF HOSPITAL ADMINISTRATION, (3) MEDICAL CARE ADMINISTRATION EDUCATIONAL PROGRAM MATERIALS FROM SEVERAL UNIVERSITIES INCLUDING STATEMENTS OF OBJECTIVES, PROGRAM DESCRIPTIONS, COURSE LISTINGS, AND INFORMATION ABOUT GRADUATES OF THE VARIOUS PROGRAMS, (4) INFORMATION ABOUT SPECIFIC OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH PROGRAMS INCLUDING GRANTS, PROGRESS REPORTS, PROPOSALS, AND A CONFERENCE REPORT, (5) INFORMATION AND MATERIALS RELATING TO MANPOWER RESEARCH ACTIVITIES AT HARVARD, PRINCETON, PENNSYLVANIA STATE, WISCONSIN, AND GEORGIA INSTITUTE OF TECHNOLOGY, AND (6) COURSE OUTLINES AND DESCRIPTIVE LETTERS RECEIVED IN RESPONSE TO REQUESTS DIRECTED TO PROFESSORS FOR INFORMATION ABOUT TRAINING AVAILABLE TO POTENTIAL

(CONT.)
2040 HEALTH MANPOWER RESEARCHERS. (JK)
AIM/ARM: VT005427

2041 HEALTH MANPOWER SOURCE BOOK. MANPOWER SUPPLY AND EDUCATIONAL STATISTICS FOR SELECTED HEALTH OCCUPATIONS 1969. PUBLIC HEALTH SERVICE PUBLICATION NUMBER 263, SECTION 20. 69
NATIONAL INST. OF HEALTH (DHEW), BETHESDA, MD. BUREAU OF HEALTH PROFESSIONS EDUCATION AND MANPOWER TRAINING.
NOTES: 181P.
DENTISTS, HEALTH FACILITIES, HEALTH OCCUPATIONS, HEALTH OCCUPATIONS EDUCATION, MANPOWER UTILIZATION, MAPS, NURSES, OPTOMETRISTS, PHARMACISTS, PHYSICIANS, PUBLIC HEALTH, STATISTICAL SURVEYS, TABLES (DATA), VETERINARY MEDICINE
THIS PUBLICATION IS A COMPILATION OF STATISTICS ON SUPPLY AND EDUCATION OF HEALTH MANPOWER IN MEDICINE AND OSTEOPATHY, DENTISTRY, OPTOMETRY, PHARMACY, PODIATRY, VETERINARY MEDICINE, NURSING, PUBLIC HEALTH, AND EIGHT SELECTED ALLIED HEALTH OCCUPATIONS. THE MATERIAL IS ORGANIZED BY OCCUPATIONS AND THE FOLLOWING INFORMATION IS PRESENTED FOR EACH OCCUPATION (WHEN AVAILABLE) (1) TRENDS IN THE NUMBER OF SCHOOLS OR PROGRAMS, STUDENTS AND GRADUATES, (2) GEOGRAPHIC DISTRIBUTION OF SCHOOLS OR PROGRAMS, STUDENTS, AND GRADUATES FOR A CURRENT YEAR, (3) TRENDS IN THE NUMBER OF PERSONS IN THE PROFESSION OR OCCUPATION AND IN RATIO TO POPULATION, (4) DISTRIBUTION OF THE NUMBER OF PERSONS IN PROFESSION OR OCCUPATION AND RATIO TO POPULATION FOR A CURRENT YEAR, BY STATE, AND (5) PROJECTIONS OF SUPPLY. A TOTAL OF 126 TABLES AND 16 FIGURES ARE INCLUDED IN THE REPORT. RELATED DOCUMENTS ARE AVAILABLE AS ED 018 614 AND ED 021 993. (BC)
ERIC: ED037579 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (PHS PUB NO. 263, SECTION 20, $1.75)

2042 HEALTH MANPOWER, UNITED STATES 1965-1967: VITAL AND HEALTH STATISTICS DATA ON NATIONAL HEALTH RESOURCES. PUBLIC HEALTH SERVICE PUBLICATION NO. 1000-SERIES 14-NO. 1. NOV 68
PUBLIC HEALTH SERVICE (DHEW), WASHINGTON, D.C. NATIONAL CENTER FOR HEALTH STATISTICS.
NOTES: 64P.
DENTISTS, EMPLOYMENT STATISTICS, HEALTH OCCUPATIONS, LABOR SUPPLY, NATIONAL SURVEYS, NURSES, PHYSICIANS, TABLES (DATA)
THIS REPORT SUPPLIES SUMMARY STATISTICS FOR 70 HEALTH OCCUPATIONS IN 35 DIFFERENT HEALTH FIELDS. THE DATA WAS COLLECTED FROM SUCH SOURCES AS EDUCATIONAL PROGRAMS, PLACES OF EMPLOYMENT, AND RECORDS OF CERTIFICATION, LICENSES TO PRACTICE, REGISTRATION, AND ASSOCIATION MEMBERSHIPS. IN 1967 THERE WERE 34 MILLION PERSONS IN HEALTH OCCUPATIONS. THERE WERE 305,500 PHYSICIANS, 98,700 DENTISTS, AND 659,000 REGISTERED NURSES AND THE REMAINDER WERE IN ALLIED HEALTH OCCUPATIONS WHICH REQUIRED EITHER SPECIALIZED EDUCATION OR ON-THE-JOB TRAINING. THIS REPORT IS DIVIDED INTO SEVEN DIFFERENT PARTS. THE FIRST TWO DISCUSS HOW TO MEASURE THE SUPPLY OF HEALTH MANPOWER AND THE SOURCES OF MANPOWER STATISTICS. THE OTHER FIVE CONSIDER THE HEALTH MANPOWER SITUATION IN MEDICINE, DENTISTRY, NURSING, PHARMACY, AND HOSPITALS AND NURSING HOMES. (BC)
ERIC: ED035770 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (FS2.85/2 14/1, $.60)

2043 HEALTH PROGRAMS UNDER CETA LEGISLATION A DESCRIPTIVE ANALYSIS. PHASE I 31 MAR 77
KIRSCHNER ASSOCIATES, INC., ALBUQUERQUE, N. MEX. NATIONAL CENTER FOR HEALTH SERVICES RESEARCH, HYATTSVILLE, MD.
CONTRACT NO. PHS-HRA-230-76-0261
NOTES: FINAL REPT. 30 JUN 76-29 MAR 77. 541P
HEALTH MANPOWER EDUCATION, DISADVANTAGED GROUPS, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973, NTISHRAMSR
THIS REPORT DESCRIBES AND COMPARES HEALTH MANPOWER EMPLOYMENT AND TRAINING ACTIVITIES THAT PRIME SPONSORS HAVE UNDERTAKEN UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 (CETA). SPECIFICALLY, THE DESCRIPTION INCLUDES THE KINDS OF SERVICES PROVIDED, AMOUNT OF FUNDING, NUMBER OF PEOPLE TRAINED AND/OR EMPLOYED PER YEAR, LEVEL OF HEALTH EMPHASIS OF ACTIVITIES, AND THE REGIONAL INVOLVEMENT. TWENTY PRIME SPONSORS ARE RECOMMENDED FOR INTENSIVE STUDY DURING THE NEXT PHASE OF THE STUDY, BASED ON THEIR INNOVATIVENESS, LEVEL OF EFFORT, AND DIVERSITY OR SCOPE OF EFFORT IN TERMS OF HEALTH MANPOWER.
NTIS: PB-268 331/6ST NTIS PRICES PC A23/MF A01

2044 HEALTH SERVICES MOBILITY STUDY. FINAL REPORT (OCTOBER 1967-MARCH 1972). 72
CITY UNIV. OF NEW YORK RESEARCH FOUNDATION, N.Y. HEALTH SERVICES AND MENTAL HEALTH ADMINISTRATION (DHEW), BETHESDA, MD.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 140P.
CAREER LADDERS, CURRICULUM DESIGN, CURRICULUM DEVELOPMENT, EDUCATIONAL MOBILITY, HEALTH OCCUPATIONS, JOB ANALYSIS, METHODS, OCCUPATIONAL MOBILITY, RESEARCH PROJECTS, SYSTEMS APPROACH, TASK ANALYSIS
DURING THE FIRST THREE PHASES OF THE HUMAN SERVICES MOBILITY STUDY COVERING THE PERIOD OCTOBER 1967 THROUGH MARCH 1972, THE PROJECT CONCENTRATED ON (1) THE ANALYSIS OF NEEDS AND POTENTIALS FOR UPWARD MOBILITY IN THE HEALTH INDUSTRY IN NEW YORK CITY, (2) THE DEVELOPMENT OF A SYSTEMS-BASED METHODOLOGY TO CREATE JOB AND CURRICULUM LADDERS IN THE HEALTH INDUSTRY, (3) A PILOT TEST OF THE METHODOLOGY, AND (4) THE PROVISION OF TECHNICAL SUPPORT. THE JOB ANALYSIS METHODOLOGY DEVISED FOR THE PROJECT PROCEEDS IN STAGES, BEGINNING WITH TASK IDENTIFICATION AND COLLECTION OF SKILL AND KNOWLEDGE DATA AND

(CONT.)
2044 PROGRESSING TO CLUSTERING TASKS INTO RELATED SKILL AND KNOWLEDGE HIERARCHIES. FOLLOWING FIELD TESTING, THE JOB ANALYSIS METHOD WAS PILOT TESTED IN A NEW YORK CITY HOSPITAL. THIS REPORT REVIEWS THE PROJECT ACTIVITIES ACCOMPLISHED DURING THE FIRST THREE PHASES, SUMMARIZES THE METHODOLOGY AND RESULTS OF THE PILOT STUDY, AND ACTS AS A GUIDE FOR THE WORKING PAPERS, PROGRESS REPORTS, AND RESEARCH REPORTS RESULTING FROM THE PROJECT. PROJECT PLANS FOR THE FUTURE INCLUDE (1) COLLECTING TASK DATA IN A MAJOR VOLUNTARY HOSPITAL AND DEVELOPING JOB LADDERS, (2) PROVIDING GUIDANCE IN THE USE OF TASK DATA, AND (3) DEVELOPING GUIDELINES FOR CURRICULUM LADDERS. (SB)
ERIC: ED066613

2045 HEALTH SERVICES MOBILITY STUDY. FIRST PROGRESS REPORT FOR PHASE FOUR FOR THE PERIOD APRIL 1, 1972 TO MARCH 15, 1973. 73
CITY UNIV. OF NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.: NATIONAL INSTITUTES OF HEALTH (DHEW), BETHESDA, MD. DIV. OF ALLIED HEALTH MANPOWER.
NOTES: 59P.
CAREER LADDERS, CURRICULUM DEVELOPMENT, EDUCATIONAL MOBILITY, HEALTH OCCUPATIONS, METHODS, OCCUPATIONAL MOBILITY, RESEARCH PROJECTS, SEQUENTIAL LEARNING, TASK ANALYSIS
THIS REPORT DESCRIBES THE OVERALL WORK OF THE PROJECT AND THE FIRST 10 MONTHS OF ITS CURRENT DEMONSTRATION PHASE, PHASE IV. IT PRESENTS AN OVERVIEW OF THE PROJECTS HISTORY AND OBJECTIVES, A DESCRIPTION OF THE METHODOLOGIES INVOLVED, THE STEPS TAKEN IN APPLYING THE METHODOLOGIES IN TASK ANALYSIS AND CURRICULUM DESIGN, THE APPROACH TO IMPLEMENTATION OF THE RESEARCH RESULTS, AND THE PLANS TO DISSEMINATE THE STUDY WORK. THE DEVELOPMENTAL WORK FOR TASK ANALYSIS WAS COVERED IN THE FIRST THREE PHASES OF THE PROJECT. IN PHASE IV, THE TASK ANALYSIS METHOD IS APPLIED IN THE FUNCTIONAL AREA OF RADIOLOGY AND RELATED SERVICES AT A MAJOR HOSPITAL. RESULTS OF THIS APPLICATION WILL BE DOCUMENTED AND DISSEMINATED AS END POINTS IN THE PROCESS ARE REACHED. PHASE IV ALSO INCLUDES THE DEVELOPMENT OF THE CURRICULUM ANALYSIS AND DESIGN METHODOLOGY AND ITS APPLICATION TO THE TASK DATA ALREADY COLLECTED AT THE AMBULATORY CARE CENTER AND CURRENTLY BEING COLLECTED IN RADIOLOGY AND RELATED SERVICES. PLANS FOR FUTURE WORK IN THE STUDY ARE OUTLINED. (MF)
ERIC: ED078156

2046 THE HEALTH-IMPAIRED MINER UNDER THE BLACK LUNG LEGISLATION. REVISED. MAR 73
CLAGUE, EWAN:AND OTHERS
KRAMER (LEO), INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 161P.
AIR POLLUTION CONTROL, FEDERAL AID, FEDERAL LEGISLATION, FINANCIAL SUPPORT, LABOR CONDITIONS, LABOR FORCE NONPARTICIPANTS, LABOR STANDARDS, OCCUPATIONAL DISEASES, QUESTIONNAIRES, SAFETY, SPECIAL HEALTH PROBLEMS, SURVEYS, TECHNICAL REPORTS, VOCATIONAL REHABILITATION, FEDERAL COAL MINE HEALTH AND SAFETY ACT
THE REPORT REVIEWS THE ADMINISTRATION OF THE FEDERAL COAL MINE HEALTH AND SAFETY ACT OF 1969 WITH RESPECT TO COAL WORKERS PNEUMOCONIOSIS (BLACK LUNG) AND ANALYZES THE RESULTS. THE OBJECTIVE OF ESTABLISHING AND MAINTAINING CLEANER AIR IN THE MINES HAS BEEN SUBSTANTIALLY ACHIEVED BY THE BUREAU OF MINES INSPECTION SYSTEM. THE SECOND, WHICH PROVIDED THAT AN AFFLICTED, BUT NOT DISABLED, MINER COULD TRANSFER TO A JOB IN CLEAN AIR, HAS BEEN USED SPARINGLY BY THE MINERS. THE THIRD, WHICH PROVIDED FOR FEDERAL BENEFITS FOR MINERS FULLY DISABLED BY BLACK LUNG (AND FOR WIDOWS AND ORPHANS) HAS BEEN HIGHLY SUCCESSFUL IN NUMBERS OF BENEFICIARIES. AS OF OCTOBER, 1972, ABOUT 88,000 MINERS AND 87,900 WIDOWS AND ORPHANS WERE RECEIVING BENEFITS. IN 1972 CONGRESS AMENDED THE LEGISLATION TO EXTEND THE BENEFITS TO OTHER LUNG DISEASES, AND ANOTHER 23,800 MINERS QUALIFIED ON THAT BASIS, WITH THE PROCESSING STILL INCOMPLETE BY DECEMBER 1972. ON JULY 1, 1973, THE FEDERAL PROGRAM BECOMES THE RESPONSIBILITY OF THE DEPARTMENT OF LABOR FOR A TRANSITION PERIOD WITH BENEFIT PAYMENTS CHARGED BACK TO THE INDUSTRY. ON JANUARY 1, 1974, THE PROGRAM IS TO BE RETURNED TO THE STATES UNDER WORKMENS COMPENSATION LAWS SUBJECT TO FEDERAL STANDARDS. (AUTHOR/KM)
ERIC: ED074380

2047 THE HEART REPORT AN EXPERIMENTAL AND DEMONSTRATION. A HOUSEHOLD EMPLOYMENT TRAINING, COUNSELING, JOB DEVELOPMENT AND PLACEMENT PROGRAM 31 MAR 71
HOUSEHOLD EMPLOYMENT ASSOCIATION FOR REEVALUATION AND TRAINING, PHILADELPHIA, PA.
CONTRACT NO. DL-82-40-68-28
NOTES: FINAL REPT. 15 MAR 68-31 MAR 71 179P
EMPLOYMENT, UPGRADING, RESIDENTIAL BUILDINGS, EMPLOYMENT, HOUSEHOLD WORKERS
THE PURPOSE OF THE PROJECT WAS TO DEMONSTRATE THE FEASIBILITY OF USING A NEW ORGANIZATION WITH STRONG COMMUNITY SUPPORT AS A SOURCE FOR UPGRADING HOUSEHOLD EMPLOYMENT. TRAINING, JOB PLACEMENT, AND POST-PLACEMENT SUPPORT WERE PROVIDED TO PROJECT PARTICIPANTS, AND SEMINARS AND TRAINING WERE PRESENTED FOR EMPLOYERS TO DEVELOP BETTER UNDERSTANDING AND COOPERATION FOR THE WORKER. (AUTHOR)
NTIS: PB-199 498 NTIS PRICES PC$3.00 MF$0.95

2048 HEAT TREATER (HEAT TREAT.) I 504.782-026 AND II 504.782-030--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERIES. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, HEAT TREATER

(CONT.)
2048 THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB),
FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO
VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF
12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE:
NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR
COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD
SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD
DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING
SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB
PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE
PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE
APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION
PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL
EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED067416

2049 HEAVY EQUIPMENT. TRADE AND INDUSTRIAL EDUCATION TRADE PREPARATORY TRAINING GUIDE. 73
NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION.
NOTES: 26P.: FOR RELATED DOCUMENTS SEE CE 007 553-569. APPENDIX A, APPLICATION FOR
EMPLOYMENT, MAY NOT REPRODUCE WELL BECAUSE OF SMALL TYPE
BEHAVIORAL OBJECTIVES, BUILDING TRADES, CURRICULUM, CURRICULUM DESIGN, CURRICULUM
GUIDES, EQUIPMENT, EQUIPMENT MAINTENANCE, JOB SKILLS, MECHANICAL EQUIPMENT, OCCUPATIONAL
INFORMATION, SECONDARY EDUCATION, STATE CURRICULUM GUIDES, TASK PERFORMANCE, TRADE AND
INDUSTRIAL EDUCATION, HEAVY EQUIPMENT OPERATORS, NEBRASKA
ONE OF A SERIES OF CURRICULUM GUIDES PREPARED FOR THE BUILDING OCCUPATIONS CLUSTER OF
THE CONSTRUCTION/FABRICATION OCCUPATIONAL GROUP, THIS GUIDE IDENTIFIES THE ESSENTIALS OF
THE HEAVY EQUIPMENT TRADE AS RECOMMENDED BY THE SUCCESSFUL HEAVY EQUIPMENT OPERATOR. AN
INSTRUCTIONAL PROGRAM BASED UPON THE IMPLEMENTATION OF THE GUIDE IS EXPECTED TO PREPARE
A STUDENT TO ADEQUATELY PERFORM ENTRY LEVEL TASKS REQUIRED OF A HEAVY EQUIPMENT OPERATOR
OR TO ENTER A POST-SECONDARY TECHNICAL OR APPRENTICESHIP PROGRAM IN HEAVY EQUIPMENT
WHERE ADDITIONAL DEPTH CAN BE REALIZED. TRADE TASKS OR INFORMATION ARE LISTED IN CHART
FORM UNDER THE HEADINGS OF SAFETY, GENERAL COMPETENCIES, GENERAL MAINTENANCE, UTILITY
EQUIPMENT, ON- AND OFF-THE-ROAD TRUCKS, HYDRAULIC LIFT CRANE, MOTOR SCRAPER, TRACK AND
RUBBER TIRED MOUNTED CRANE, HYDRAULIC BACKHOE, CRAWLER TRACTOR, FORK LIFT, AND MOTOR
GRADER. SPACE IS PROVIDED ON THE CHARTS TO RECORD FOR EACH ITEM THE DATE COMPLETED,
TEACHING METHODS USED, AND TEACHING MATERIALS USED. ALSO INCLUDED ARE A LIST OF TEACHER
RESPONSIBILITIES, GUIDANCE INFORMATION AND SOURCES OF OCCUPATIONAL INFORMATION,
RECOMMENDED TESTS AND REFERENCES, AND A CHART DEPICTING THE TOTAL
CONSTRUCTION/FABRICATION OCCUPATIONAL CURRICULUM. A TYPICAL APPLICATION FOR EMPLOYMENT
AND A SAMPLE TRADE AND INDUSTRIAL EDUCATION INJURY REPORT ARE APPENDED. (MD)
ERIC: ED128562

2050 HELP FOR OUT-OF-WORK YOUTH: A MANUAL FOR A JOB PREPARATION PROGRAM IN YOUR COMMUNITY.
63
NOTES: 35P.
ADULT VOCATIONAL EDUCATION, DROPOUTS, GUIDELINES, HIGH SCHOOL GRADUATES, JOB TRAINING,
OUT OF SCHOOL YOUTH, POTENTIAL DROPOUTS, PROGRAM DESCRIPTIONS, PROGRAM PLANNING,
UNEMPLOYED, VOCATIONAL FOLLOWUP, WORK EXPERIENCE PROGRAMS, YOUTH PROGRAMS, CALIFORNIA,
DETROIT, KALAMAZOO, MICHIGAN, NORTH RICHMOND
A DESCRIPTIVE REVIEW OF THREE JOB PREPARATION PROGRAMS FOR OUT-OF-WORK YOUTH AND
GUIDELINES FOR ORGANIZING SIMILAR PROGRAMS IN LOCAL COMMUNITIES ARE PRESENTED. THE
PROGRAMS RANGED FROM A LARGE OPERATION IN DETROIT TO SMALLER INDIVIDUALIZED PROGRAMS
INITIATED BY KALAMAZOO, MICHIGAN, AND NORTH RICHMOND, CALIFORNIA. THEY WERE DESIGNED
PRIMARILY TO HELP YOUTH PREPARE FOR WORK WITH THE WILL TO WORK AND MORE EMPHASIS WAS
PLACED ON TEACHING YOUTH HOW TO WORK THAN ON THE SPECIFIC SKILLS INVOLVED IN A
PARTICULAR JOB. COMMON ELEMENTS FOUND IN MOST PROGRAMS WERE A JOB PREPARATION COURSE
THAT INCLUDED GUIDANCE, INSTRUCTION, AND WORK EXPERIENCE SUBSIDIZED BY THE SPONSORING
AGENCY, AND A STUDENT FOLLOWUP TO ASSURE SATISFACTORY EMPLOYMENT. SOME GUIDELINES FOR
THE LOCAL COMMUNITY WERE (1) DETERMINE INDIVIDUAL NEEDS OF THE COMMUNITY, (2) COLLECT
THE INFORMATION, (3) DECIDE WHAT ACTION SHOULD BE TAKEN, (4) SELECT STAFF FOR THE
PROGRAM, (5) PREPARE PROGRAM GUIDELINES, (6) PROVIDE EDUCATIONAL AND GUIDANCE SERVICES,
(7) PROVIDE WORK-EXPERIENCE, (8) OFFER PLACEMENT SERVICES, (9) CONDUCT PROGRAM FOLLOWUP
SERVICES, AND (10) ENGAGE IN RESEARCH AND PROGRAM EVALUATION. THE BASIC PROBLEMS
RESPONSIBLE FOR YOUTH UNEMPLOYMENT INCLUDE AUTOMATION, OVERALL UNEMPLOYMENT,
DISCRIMINATION, AND INADEQUATE EDUCATIONAL PREPARATION. JOB PREPARATION PROGRAMS CAN
ASSIST MANY COMMUNITIES IN SOLVING SOME OF THEIR UNEMPLOYMENT PROBLEMS. (WB)
AIM/ARM: VT003981

2051 HELP FOR THE WOMAN BREADWINNER FEB 73
DEVIVO, SANDY:DEVIVO, PAUL
MANPOWER:5:2:9-14
DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, EXPERIMENTAL PROGRAMS, HEADS OF HOUSEHOLDS,
JOB PLACEMENT, MANPOWER DEVELOPMENT, SELF CONCEPT, WORK ATTITUDES, WORKING WOMEN,
CHATTANOOGA
EXPERIMENTAL PROJECT PLACES DISADVANTAGED WOMEN IN TRADITIONALLY MALE-ORIENTED JOBS.
(EDITOR)
ERIC: EJ076973

2052 HELP WANTED CASE STUDIES OF CLASSIFIED ADS. 75
WALSH, JOHN!AND OTHERS
OLYMPUS RESEARCH CORP., SALT LAKE CITY, UTAH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DLMA-21-11-73-28
NOTES! 118P.
EMPLOYERS, EMPLOYMENT OPPORTUNITIES, INFORMATION DISSEMINATION, INFORMATION NEEDS, INFORMATION SEEKING, INFORMATION SOURCES, JOB APPLICANTS, LABOR MARKET, MANPOWER DEVELOPMENT, NEWSPAPERS, RECRUITMENT, RESEARCH, RESEARCH METHODOLOGY, CLASSIFIED WANT ADS
THE DOCUMENT PRESENTS THE FINDINGS OF A STUDY THAT TESTED THE FEASIBILITY OF DETERMINING WHETHER CLASSIFIED HELP WANTED ADS IN DAILY NEWSPAPERS WERE AN ACCURATE REFLECTION OF LOCAL LABOR MARKETS AND OF SIGNIFICANT USE TO EMPLOYERS AND JOB SEEKERS. SAN FRANCISCO AND SALT LAKE CITY SUNDAY PAPER WANT ADS WERE CODED AND ANALYZED FROM 1968 TO 1972 AND EMPLOYERS AND USERS OF WANT ADS SURVEYED. THE RESULTS INDICATE THAT, CONTRARY TO COMMONLY HELD ASSUMPTIONS, WANT ADS ALONE OFFER A LIMITED AND OFTEN DISTORTED PICTURE OF LOCAL LABOR MARKETS. SIX CHAPTERS INCLUDE (1) INSIDE THE HELP WANTED AD MAZE, DISCUSSING RESEARCH METHODS AND DEFINING TERMS! (2) USE OF WANT ADS BY EMPLOYERS, DISCUSSING THE VALUE OF WANT ADS TO EMPLOYERS! (3) USEFULNESS OF WANT ADS TO JOB SEEKERS, ASSESSING THE VALUE OF WANT ADS TO JOB APPLICANTS! (4) HELP WANTED ADS AND LOCAL LABOR MARKETS, EXAMINING THE VALUE OF WANT ADS AS A SOURCE OF LABOR MARKET INFORMATION! (5) COMPOSITION OF A METROPOLITAN NEWSPAPER WANT AD SECTION, COMPARING DATA FROM THE TWO-CITY STUDY WITH THAT OF A SUBSEQUENT TWELVE-CITY STUDY! (6) IMPLICATIONS OF THE WANT AD STUDY, PRESENTING A SUMMARY OF FINDINGS. SUMMARIZED SURVEY RESPONSES ARE APPENDED. (LH)
ERIC! ED123362 OLYMPUS PUBLISHING COMPANY, 1670 EAST 13TH ST. SOUTH, SALT LAKE CITY, UTAH 84105 ($3.95! 20(DISCOUNT ON QUANTITY)

2053 HELPING EMPLOYERS GET HELP! A GUIDE TO JOB DEVELOPMENT AND WORK-TRAINING PROGRAMS. 70
HOLMES, HORACE R.
DISTRICT OF COLUMBIA MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES! 18P.
AGENCY ROLE, DISADVANTAGED GROUPS, EMPLOYMENT INTERVIEWS, EMPLOYMENT SERVICES, INFORMATION SERVICES, INTERAGENCY COORDINATION, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OCCUPATIONAL INFORMATION
THE DISTRICT OF COLUMBIA MANPOWER ADMINISTRATION (DCMA) IS A FEDERAL AGENCY ESTABLISHED AS PART OF THE DEPARTMENT OF LABOR. IT PROVIDES THE LEADERSHIP FOR AN INTEGRATED SYSTEM OF COOPERATING MANPOWER AGENCIES WORKING TO BRING PEOPLE AND JOBS TOGETHER. TWO MAJOR TOOLS FOR ACHIEVING THE AGENCYS GOALS ARE THE JOB BANK SYSTEM AND IMPROVED JOB DEVELOPMENT COORDINATION. THE JOB BANK SYSTEM IS A CLEARINGHOUSE FOR JOBSEEKERS AND EMPLOYERS SEEKING WORKERS, WHICH PRODUCES A DAILY COMPUTERIZED LISTING OF AVAILABLE JOBS AND TRAINING OPPORTUNITIES IN THE AREA. BY USING THIS LISTING IN NEIGHBORHOODS OF HIGH UNEMPLOYMENT AND COORDINATING JOB DEVELOPMENT ACTIVITY, DCMA IS MOVING TOWARD A MORE COMPREHENSIVE USE OF THE TOTAL WASHINGTON METROPOLITAN AREA MANPOWER RESOURCES. OTHER ASPECTS OF THIS PROGRAM INCLUDE (1) INFORMATION SERVICES, (2) MANPOWER TRAINING PROGRAMS, (3) DCMA TECHNICAL SERVICES, AND (4) SUGGESTED GUIDELINES FOR EMPLOYERS OF DISADVANTAGED WORKERS. (AUTHOR/JS)
ERIC! ED050278

2054 HELPING RURAL YOUTH CHOOSE CAREERS. AUG63
FEDERAL EXTENSION SERVICE (DA), WASHINGTON, D.C.
NOTES! 10P.
AGRICULTURAL TRENDS, AGRICULTURE, CAREER CHOICE, COUNSELING, GUIDANCE, HOME ECONOMICS EDUCATION, INDUSTRIAL EDUCATION, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MINORITY GROUPS, NEGRO YOUTH, RURAL SCHOOLS, RURAL YOUTH, URBAN RENEWAL, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, DISTRICT OF COLUMBIA
THE NUMBER OF FARM OPERATORS, MANAGERS, AND EMPLOYEES IS DECREASING DUE TO AN INCREASE IN THE SIZE OF FARMS, A DECREASE IN THE NUMBER OF FARMS, A RAPID GROWTH IN TECHNOLOGY AND CONSEQUENT MECHANIZATION OF AGRICULTURE, AND AN INCREASE IN FARMING EFFICIENCY. IN BUSINESS AND INDUSTRY ALLIED WITH AGRICULTURE, OPPORTUNITIES FOR YOUNG PEOPLE WITH FARM BACKGROUNDS ARE IDENTIFIED. OPPORTUNITIES OUTSIDE AGRICULTURE ARE AVAILABLE TO RURAL YOUTH, BUT TRAINING AND SKILL IS ESSENTIAL IN THE COMPETITIVE JOB MARKET. THE GOVERNMENT IS ENCOURAGING THE EXPANSION OF STATE EMPLOYMENT AND EMPLOYMENT COUNSELING SERVICES, ENCOURAGING WORK AND TRAINING PROJECTS TO IMPROVE THE EMPLOYABILITY OF PUBLIC ASSISTANCE RECIPIENTS, PROVIDING TRAINING THROUGH THE MANPOWER DEVELOPMENT AND TRAINING ACT, AND ENCOURAGING ACTION PROGRAMS, WORK-EXPERIENCE PROJECTS, AND GUIDANCE AND COUNSELING PROGRAMS. LOCAL COMMUNITIES CAN HELP BY DISSEMINATING INFORMATION REGARDING OPPORTUNITIES, ASSISTING YOUTH IN CONSIDERING VARIOUS ASPECTS OF VOCATIONAL CHOICES, AND IMPROVING AND EXPANDING THE SCHOOLS GUIDANCE AND VOCATIONAL PROGRAMS. THIS DOCUMENT IS ALSO AVAILABLE FROM THE SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402, FOR $0.05. (SF)
ERIC! ED012672

2055 HELPING THE HAVE-NOT GIRLS MAR 73
MANPOWER:5!3:8-13
ADULT BASIC EDUCATION, DISADVANTAGED GROUPS, FEMALES, GUIDANCE SERVICES, MOTIVATION, VALUES, VOCATIONAL TRAINING CENTERS, WORK ATTITUDES, JOB CORPS
A FORMER CENTER DIRECTOR TALKS ABOUT THE JOB CORPS. (EDITOR)
ERIC! EJ076548

2056 HELPING YOUTH BRIDGE THE GAP FROM SCHOOL TO WORK THROUGH MANPOWER AND ECONOMIC EDUCATION. 6 AUG 70
DARCY, ROBERT L.
HENDERSON STATE COLLEGE, ARKADELPHIA, ARK. M.H. RUSSELL CENTER FOR ECONOMICS EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-3-6-051203-2080
AMERICAN VOCATIONAL JOURNAL;V44 N3 P57-60 MAR 1969
NOTES: 12P.
CURRICULUM DESIGN, ECONOMICS, EMPLOYMENT PROGRAMS, LABOR ECONOMICS, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, SECONDARY EDUCATION, SOCIAL ADJUSTMENT, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, MANPOWER AND ECONOMIC EDUCATION, MEE
FOR MOST AMERICANS THE PURSUIT OF HAPPINESS BEGINS WITH THE SIMPLE FACT OF A GOOD JOB. MANPOWER POLICY IS AIMED AT IMPROVING JOB OPPORTUNITIES AND EARNING FOR THE AMERICAN PEOPLE. TO HELP YOUNG PEOPLE BRIDGE THE GAP FROM SCHOOL TO WORK WE MUST ASSIST THEM NOT ONLY TO ACQUIRE VOCATIONAL INFORMATION AND JOB SKILLS, BUT WE MUST ALSO HELP THEM TO UNDERSTAND THE BROAD SOCIO-ECONOMIC ENVIRONMENT IN WHICH THEY WILL WORK, AS PRODUCTIVE HUMAN RESOURCES, AND LIVE AS MEN AND WOMEN. A PROGRAM OF MANPOWER EDUCATION APPROACHES THE STUDY OF WORK AND THE ECONOMIC SYSTEM FROM THE POINT OF VIEW OF MAN IN HIS CAPACITY AS A HUMAN RESOURCE, FUNCTIONING ON THE PRODUCTIVE SIDE IN THE ECONOMIC PROCESS WHERE THE CREATIVE INSTINCT OF WORKMANSHIP MAY BE EXPRESSED. ITS DUAL OBJECTIVE IS MANPOWER DEVELOPMENT AND SOCIO-ECONOMIC UNDERSTANDING OF THE WORLD OF WORK. AN EXAMPLE COURSE CENTERS AROUND THE WORLD OF ECONOMICS, TECHNOLOGY AND CHANGE, ECONOMIC AND NONECONOMIC DIMENSIONS OF WORK, RATIONAL DECISION MAKING AND CAREER PLANNING, THE MANPOWER MARKET, OCCUPATIONAL OPPORTUNITIES IN THE U.S. ECONOMY, AND MANPOWER SKILLS AND THE ECONOMIC VALUE OF EDUCATION. STUDENTS TAKING THE COURSE SHOWED A CHANGE OF ATTITUDE, INCREASED KNOWLEDGE, AND A POSITIVE COURSE RATING. THE COURSE IS LIMITED IN THAT IT CANNOT DO THE ENTIRE JOB FOR SUCCESSFUL LABOR FORCE PARTICIPATION, AND IT IS DESIGNED TO MEET ONLY THE GENERAL NEEDS OF SECONDARY STUDENTS. (AUTHOR/SLD)
ERIC: ED045473 M. H. RUSSELL CENTER FOR ECONOMIC EDUCATION, HENDERSON STATE COLLEGE, ARKADELPHIA, ARKANSAS 71923 (1-10 COPIES FREE)

2057 HEMPFIELD PILOT PROJECT FOR EDUCABLE MENTALLY RETARDED (EMR) AND REGULAR CLASS STUDENTS. FINAL REPORT. 30 JUN 75
CACI, WILLIAM P.
HEMPFIELD HIGH SCHOOL, LANDISVILLE, PA. PENNSYLVANIA STATE DEPT. OF EDUCATION, HARRISBURG. RESEARCH COORDINATING UNIT.: OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 14P.
EDUCABLE MENTALLY HANDICAPPED, WORK EXPERIENCE PROGRAMS, AUDIOVISUAL INSTRUCTION, PILOT PROJECTS, FEEDBACK, PROGRAM DESCRIPTIONS, SECONDARY EDUCATION
THIS PILOT PROJECT ATTEMPTED TO DETERMINE THE EFFECT OF IMMEDIATE AUDIOVISUAL FEEDBACK IN THE FORM OF VIDEO TAPE RECORDINGS ON OCCUPATIONAL-RELATED BEHAVIOR PATTERNS OF EDUCABLE MENTALLY RETARDED AND REGULAR CLASS STUDENTS IN A SECONDARY LEVEL WORK EXPERIENCE PROGRAM. THE REPORT ENUMERATES THE OBJECTIVES, DESCRIBES PROJECT IMPLEMENTATION, AND PRESENTS THE FINDINGS AND CONCLUSIONS. PRIMARILY, IT WAS NOTED THAT STUDENTS DID ALTER SOME BEHAVIOR PATTERNS ON THE JOB. ACCORDING TO STATEMENTS BY THE STUDENTS, THEY WERE MORE AWARE OF THEIR BEHAVIOR AND DERIVED A NEW SENSE OF ACCOMPLISHMENT IN THEIR PERFORMANCE. SEVERAL INSTANCES ARE CITED OF STUDENTS ALTERING THEIR BEHAVIOR AFTER VIEWING THE TAPES, WHILE PREVIOUS ATTEMPTS TO CHANGE THEM HAD PROVEN INEFFECTIVE. PREVOCATIONAL STUDENTS WERE AFFORDED A CLEARER CONCEPT OF THE REQUIREMENTS OF DIFFERENT OCCUPATIONS, AND EMPLOYERS WERE PROVIDED WITH AN ACCURATE RECORD OF AN EMPLOYEES PERFORMANCE FOR REVIEW. AN ADDITIONAL USE FOR THE TAPES WAS AS PRIMARY MATERIAL FOR PREVOCATIONAL CLASSES TO INDICATE THE ABILITIES AND REQUIREMENTS NECESSARY FOR VARIOUS JOBS. A NUMBER OF RECORDED FINDINGS AND REACTIONS INDICATED THAT THE PROJECT WAS SUCCESSFUL. A SUMMARY OF EDITED AND UNEDITED PROJECT-DEVELOPED VIDEO TAPE MATERIAL IS APPENDED. (NJ)
AIM/ARM: VT103533

2058 HERE COMES THE HERD 1976
FORBES, VOL.118, NO.7, OCT 1, 1976, P. 115-116.
BONDS, BROKERAGE, FINANCE, MANAGEMENT, MUNICIPAL BONDS, MUTUAL FUND, MUTUAL FUNDS, OPTIONS, PORTFOLIO MANAGEMENT
MERRILL LYNCH IS PLANNING TO EXPAND ITS MUTUAL FUNDS AND EXPECTS TO ADD SEVERAL WHICH IT WILL MANAGE ITSELF AS IT FEELS IT HAS THE KNOW-HOW AND THE MANPOWER.
MGMT: FBR76J01A5

2059 HERZBERGS TWO-FACTOR THEORY OF JOB SATISFACTION MAY 76
NOELL, NELSON H.
DEFENSE SYSTEMS MANAGEMENT SCHOOL FORT BELVOIR VA
NOTES: DSMS-PMC-76-1
JOB SATISFACTION, PERSONNEL MANAGEMENT, HERZBERG TWO FACTOR THEORY, NTISDODSD
THIS REPORT PRESENTS A SUMMARY OF THE HERZBERG TWO-FACTOR THEORY OF JOB SATISFACTION. THE PURPOSE OF THE STUDY IS TO DEVELOP THE HERZBERG THEORY AND ITS POSSIBLE APPLICATION TO AN ORGANIZATION AS A MEANS OF INCREASING WORKER PRODUCTIVITY. THE STUDY WAS CONDUCTED BY MEANS OF A SYSTEMATIC RESEARCH OF A REPRESENTATIVE SAMPLE OF THE LITERATURE AVAILABLE ON THE THEORY.
NTIS: AD-A033 814/5ST NTIS PRICES PC A03/MF A01

2060 A HIATUS IN THE PATTERN OF INVENTIONS/INNOVATIONS 1977
OMAY, C.F.
FINANCE, VOL.95, NO.4, JUNE 1977, P. 33,35.
DEMAND ANALYSIS, ECONOMIC FORECAST, ECONOMIC GROWTH, ECONOMICS, GNP, GROWTH STOCKS, INNOVATION, INVESTMENT ANALYSIS, LABOR FORCE, PRODUCT DEVELOPMENT, STOCK MARKET
THE OUTLOOK FOR SUBSTANTIAL GNP GROWTH OVER THE NEXT FEW YEARS IS DIM DUE TO CHANGES IN THE ECONOMY SUCH AS A MORE UNSKILLED LABOR FORCE, A DECLINE IN NEW INNOVATIONS, AND A SATURATION OF DEMAND. HOWEVER, SOME SOUND WALL STREET INVESTMENTS DO EXIST WITH SOME GROWTH COMPANIES.
MGMT: FIN77F0033

2061 THE HIDDEN CRISIS IN JOBLESS PAY 1977
BUSINESS WEEK, NO.2467, JAN 24, 1977, P. 20-21.
ECONOMICS, FINANCE, INSURANCE, TAXATION, UNEMPLOYMENT
PROLONGED UNEMPLOYMENT IS BRINGING ON A FUNDS SHORTAGE IN BENEFITS COVERAGE AND HIGHER TAXES ARE THE LIKELY OUTCOME.
MGMT: BWE77A2420

2062 THE HIDDEN DEFICIT IN CARTERS GOALS 1976
BUSINESS WEEK, NO.2462, DEC 13, 1976, P. 26-27.
DEFICIT, ECONOMICS, FEDERAL BUDGET, FISCAL POLICY, GNP, TAX CUT, UNEMPLOYMENT
CARTERS GOAL OF A 6% GROWTH RATE OF GNP AND UNEMPLOYMENT AT 6.4% WILL WIDEN THE DEFICIT. TAX REBATES ARE FAVORED FOR STIMULUS ALONG WITH TAX CUTS AS AN ALTERNATIVE.
MGMT: BWE76L1326

2063 THE HIDDEN DYNAMITE IN CONSTRUCTION WAGES 1975
BUSINESS WEEK, NO.2379, MAY 5, 1975, P. 33-34.
COLLECTIVE BARGAINING, COMPETITION, CONSTRUCTION INDUSTRY, ECONOMICS, LABOR MANAGEMENT, LABOR RELATIONS, MANAGEMENT, PENSION FUNDS, SALARY ADMINISTRATION, UNEMPLOYMENT, UNIONS, WAGES
WITH WAGE INCREASES IN CONSTRUCTION INDUSTRY IT IS FEARED NON-UNION LABOR WILL WIN CONTRACTS. UNIONS ARE URGING RESTRAINT IN BARGAINING.
MGMT: BWE75E0533

2064 THE HIGH COST OF HIRING 1975
SIBSON, R.E.
NATIONS BUSINESS, FEB 1975, P. 85-88.
ACCOUNTING, CONGLOMERATE, COST ACCOUNTING, EMPLOYEE BENEFITS, EMPLOYMENT POLICY, FINANCE, HUMAN RESOURCE ACCOUNTING, HUMAN RESOURCE DEVELOPMENT, PERSONNEL MANAGEMENT, RECRUITMENT
HIRING IS A COSTLY EXPENSE WHICH IS HARD TO MEASURE. IT CAUSES BAD RELATIONS BETWEEN PERSONNEL AND FINANCE STAFF. ANALYZE EXPENSES FOR BETTER MANPOWER PLANNING AT REDUCED COST.
MGMT: NAB75B0085

2065 THE HIGH COST OF UNEMPLOYMENT 1975
BUSINESS WEEK, NO.2368, FEB 17, 1975, P. 22-24.
BANK, ECONOMICS, RECESSION, RETAIL INDUSTRY, SMALL BUSINESS, UNEMPLOYMENT
COMPARISON OF TWO CITIES HARD-HIT BY UNEMPLOYMENT; PASSAIC, N.J., ON THE EAST COAST AND TACOMA, WASHINGTON ON THE WEST COAST.
MGMT: BWE75B1722

2066 THE HIGH PRICE OF FULL EMPLOYMENT LEGISLATION 1976
HUNT, L.H.
NATIONS BUSINESS, VOL.64, NO.11, NOV 1976, P. 75-76.
COST OF LIVING, ECONOMIC FORECAST, ECONOMIC THEORY, ECONOMICS, GOVERNMENT SPENDING, INFLATION, LABOR FORCE, LABOR MARKET, PRODUCTIVITY, UNEMPLOYMENT, WAGES
IN ESTIMATING POTENTIAL COST IN INFLATION TERMS OF REDUCTION OF UNEMPLOYMENT RATE TO 3%, IT IS FOUND EACH PERCENTAGE POINT DECLINE COINCIDES WITH AN AVERAGE OF THREE PERCENTAGE POINTS INCREASE IN INFLATION RATE. A BASIC INFLATION RATE OF OVER 9% WOULD EXIST WITH FULL EMPLOYMENT.
MGMT: NAB76K0075

2067 THE HIGH SCHOOL CLASS OF 1972 MORE AT WORK, FEWER IN COLLEGE JUN 73
YOUNG, ANNE M.
MONTHLY LABOR REVIEW:96:6:26-32
YOUTH EMPLOYMENT, EMPLOYMENT STATISTICS, COLLEGE ATTENDANCE, LABOR FORCE, SPANISH SPEAKING, HIGH SCHOOL GRADUATES, DROPOUTS, LABOR FORCE NONPARTICIPANTS, OCCUPATIONAL SURVEYS, ETHNIC DISTRIBUTION
SPECIAL LABOR FORCE REPORT ON GRADUATES AND DROPOUTS SHOWS MORE AT WORK, FEWER IN COLLEGE. (EDITOR)
ERIC: EJ081121

2068 HIGH SCHOOL PRINCIPALS PERCEPTIONS OF ASSISTANCE NEEDED IN ORDER TO DEVELOP MORE ADEQUATE PROGRAMS FOR EMPLOYMENT-BOUND YOUTH. DEC 63
OLLENBURGER, ALVIN;WENRICH, RALPH C.
NOTES: 52P.
FEDERAL AID, HIGH SCHOOLS, HIGH SCHOOL STUDENTS, OCCUPATIONAL GUIDANCE, OPINIONS, OUT OF SCHOOL YOUTH, PRINCIPALS, QUESTIONNAIRES, STATE AID, VOCATIONAL EDUCATION, ANN ARBOR

(CONT.)
2068 QUESTIONNAIRES WERE SENT TO PRINCIPALS OF LARGE HIGH SCHOOLS IN MICHIGAN TO DETERMINE THE KINDS OF FEDERAL AND STATE ASSISTANCE THEY WOULD CONSIDER MOST HELPFUL IN DEVELOPING AND OPERATING SPECIAL PROGRAMS AND SERVICES FOR EMPLOYMENT-BOUND YOUTH. RESPONSES WERE RECEIVED FROM 123, OR 98.4 PERCENT. QUESTIONS COVERED SIX AREAS OF ACTIVITY--(1) EXAMINING THE GOALS OF THE SCHOOL AND EVALUATING THE OFFERINGS AVAILABLE TO EMPLOYMENT-BOUND YOUTH, (2) ASSESSING THE NEEDS OF IN-SCHOOL AND OUT-OF-SCHOOL YOUTH AND THE NEEDS OF EMPLOYERS, (3) DEVELOPING NEW PROGRAMS TO MEET THE NEEDS OF YOUTH AND EMPLOYERS, (4) OPERATING SPECIALIZED PROGRAMS DESIGNED TO PREPARE IN-SCHOOL YOUTH FOR EMPLOYMENT, (5) OPERATING SPECIALIZED PROGRAMS DESIGNED TO PREPARE OUT-OF-SCHOOL YOUTH FOR EMPLOYMENT, AND (6) PROVIDING MORE ADEQUATE VOCATIONAL GUIDANCE SERVICES FOR IN-SCHOOL AND OUT-OF-SCHOOL YOUTH. THE AREAS OF ACTIVITY WERE PLACED IN RANK-ORDER BY THE PRINCIPALS AND AREA 2 AND AREA 4 WERE RANKED FIRST AND SECOND, RESPECTIVELY. A MAJORITY OF THE PRINCIPALS FELT THAT THEY DID NOT HAVE TIME TO GIVE LEADERSHIP TO THE PROGRAMS FOR EMPLOYMENT-BOUND YOUTH AND NEARLY THREE-FOURTHS FELT THEIR PROGRAMS COULD BE IMPROVED IF FUNDS WERE MADE AVAILABLE TO PROVIDE AN EXTRA ASSISTANT FOR THIS LEADERSHIP. TABLES OF PRINCIPALS RESPONSES, THE QUESTIONNAIRE, AND RECOMMENDATIONS ARE INCLUDED. (PS)
AIM/ARM: VT000015

2069 HIGH SCHOOL WOMENS ASSESSMENT OF CAREER PLANNING RESOURCES SEP 77
ROHFELD, RAE WAHL
VOCATIONAL GUIDANCE QUARTERLY:26:1:79-83
STUDENT NEEDS, CAREER PLANNING, OCCUPATIONAL INFORMATION, COUNSELING EFFECTIVENESS, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, HIGH SCHOOL STUDENTS, FEMALES, RESEARCH PROJECTS
STUDENTS REPORT THAT GUIDANCE RESOURCES THAT PROVIDE ROLE MODELS AND PERSONAL CONTACTS (SUCH AS FIELD TRIPS AND FREQUENT COUNSELING) HELP THEM THE MOST IN THEIR CAREER PLANNING. (AUTHOR)
ERIC: EJ165615 REPRINT AVAILABLE (SEE P. VII) UMI

2070 HIGHER EDUCATION FOR MANPOWER PROGRAM PERSONNEL DEVELOPMENT AND DESIGN OF THE PROGRAM AT OAKLAND UNIVERSITY. NO. 8 IN A SERIES. APR 76
MOORHOUSE, WILLIAM F.
OAKLAND UNIV., ROCHESTER, MICH. SCHOOL OF EDUCATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DLMA-31-26-74-05
NOTES: 72P.; FOR RELATED DOCUMENTS, SEE ED 123 525-531 AND CG 010 683
BACHELORS DEGREES, COURSE CONTENT, CURRICULUM DEVELOPMENT, EVALUATION, FOLLOWUP STUDIES, HIGHER EDUCATION, HUMAN SERVICES, MANPOWER DEVELOPMENT, MANPOWER NEEDS, PROGRAM DEVELOPMENT, STUDENT CHARACTERISTICS, UNDERGRADUATE STUDY, MANPOWER DEVELOPMENT HIGHER EDUCATION SYSTEM
THIS IS A REPORT OF THE SYSTEMATIC DEVELOPMENT AND DESIGN OF THE BACHELOR OF SCIENCE IN HUMAN RESOURCES DEVELOPMENT WITH A CONCENTRATION IN MANPOWER DEVELOPMENT, FROM 1973 TO 1976. IT DESCRIBES THE CONTENT OF AN UNDERGRADUATE CURRICULUM WHICH PREPARES PERSONNEL FOR EMPLOYMENT IN LOCAL, STATE, AND REGIONAL LEVELS OF EMPLOYMENT AND TRAINING (FORMERLY MANPOWER) ADMINISTRATION PROGRAMS, SUCH AS CETA. THE PAPER ALSO INCLUDES A DESCRIPTIVE STUDY OF THE STUDENTS, INCLUDING GOVERNMENT EMPLOYEES, WHO ENROLLED AND A FOLLOW-UP STUDY OF THE FIRST 50 GRADUATES. THE REPORT DEMONSTRATES THE NEED FOR AND FEASIBILITY OF HIGHER EDUCATION PROGRAMS FOR THE EDUCATION OF PERSONNEL IN APPLIED SOCIAL SCIENCES FOR THE DELIVERY OF HUMAN DEVELOPMENT SERVICES. (AUTHOR)
ERIC: ED126393 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

2071 HIGHLIGHTS FROM THE 1966 MANPOWER REPORT . 66
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 46P.
MANPOWER UTILIZATION, YOUTH EMPLOYMENT, LABOR FORCE, UNEMPLOYMENT, EMPLOYMENT TRENDS, AGRICULTURAL LABORERS, FEDERAL LAWS, ADULT VOCATIONAL EDUCATION, FEDERAL PROGRAMS, DISADVANTAGED GROUPS, YOUTH PROGRAMS, YOUTH EMPLOYMENT, MDTA PROGRAMS, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAM
THE TOTAL NUMBER OF PEOPLE AT WORK ROSE BY 1.8 MILLION, OR 2.5 PERCENT, DURING 1965. THE UNEMPLOYMENT RATE DROPPED FROM AN AVERAGE 4.6 PERCENT DURING 1965 TO 3.7 BY FEBRUARY 1966, THE LOWEST LEVEL OF JOBLESSNESS IN 13 YEARS. ALTHOUGH POCKETS OF UNEMPLOYMENT REMAINED A SERIOUS PROBLEM, PERSONNEL SHORTAGES WERE EMERGING IN SOME OCCUPATIONS AND GEOGRAPHIC AREAS. BETWEEN 1965 AND 1970, THE LABOR FORCE IS EXPECTED TO GROW BY OVER 1.5 MILLION PER YEAR. SERVICE-PRODUCING INDUSTRIES AND CLERICAL WORKERS ARE EXPECTED TO BE THE FASTEST GROWING OCCUPATIONAL GROUPS. ECONOMIC, HUMAN, AND SOCIAL COSTS OF UNEMPLOYMENT AND UNDEREMPLOYMENT ARE TO BE COMBATED WITH SEVERAL NEW AND REVOLUTIONARY MANPOWER PROGRAMS AUTHORIZED BY CONGRESS SINCE 1961 TO HELP UPGRADE WORKER SKILLS AND PREPARE THE DISADVANTAGED FOR EMPLOYMENT. PROGRAMS SUCH AS THE MANPOWER DEVELOPMENT AND TRAINING ACT, THE NEIGHBORHOOD YOUTH CORPS, THE JOB CORPS, AND YOUTH OPPORTUNITY CENTERS ARE TRAINING THE INCREASED YOUTH LABOR FORCE. DECREASING FARM EMPLOYMENT WILL REQUIRE BETTER EDUCATION AND TRAINING FOR NONFARM OCCUPATIONS, AND ECONOMIC DEVELOPMENT OF RURAL AREAS TO REDUCE THE PRESSURE ON FARM PEOPLE TO MOVE TO CITIES IN SEARCH OF WORK. HOWEVER, JOB OPPORTUNITIES FOR DOMESTIC FARM WORKERS WERE IMPROVED BY CURTAILING EMPLOYMENT OF FOREIGN WORKERS. CONCLUSIONS, RECOMMENDATIONS, AND POLICY IMPLICATIONS ARE SUMMARIZED AT THE END OF EACH OF SIX SECTIONS WHICH CORRESPOND TO THOSE IN THE COMPLETE REPORT. TEN GRAPHS AND ONE DATA TABLE FROM THE FULL-REPORT ARE INCLUDED. THE COMPLETE REPORT IS AVAILABLE AS VT 001 162. (ET)

(CONT.)
2071 AIM/ARM: VT003786 MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVE., N.W., WASHINGTON, D.C. 20210.

2072 HIGHLIGHTS OF QUALIFICATIONS AND TRAINING FOR JOBS LISTED IN THE OCCUPATIONAL OUTLOOK HANDBOOK. 71
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 34P.REPRINTS FROM OCCUPATIONAL OUTLOOK HANDBOOK.
EMPLOYMENT QUALIFICATIONS, OCCUPATIONAL INFORMATION, VOCATIONAL EDUCATION, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT TRENDS, CAREER OPPORTUNITIES, ENTRY WORKERS, EDUCATIONAL OPPORTUNITIES
THIS DOCUMENT CONSISTS OF A 4-PART BROCHURE LISTING QUALIFICATIONS AND TRAINING REQUIREMENTS, AND EMPLOYMENT OPPORTUNITIES AND TRENDS FOR VARIOUS OCCUPATIONS. PART I IS CONCERNED WITH JOBS FOR WHICH APPRENTICESHIP TRAINING IS AVAILABLE INCLUDING (1) HEALTH SERVICE OCCUPATIONS, (2) OTHER PROFESSIONAL AND RELATED OCCUPATIONS, (3) BUILDING TRADES, (4) MECHANICS AND REPAIRMEN, (5) MANUAL, SERVICE, AND MACHINE OCCUPATIONS, AND (6) CIVIL AVIATION. PART II LISTS JOBS FOR WHICH JUNIOR COLLEGE, TECHNICAL INSTITUTE, OR OTHER SPECIALIZED TRAINING IS USUALLY REQUIRED. THIS INCLUDES (1) CLERICAL AND RELATED OCCUPATIONS, (2) CONSERVATION, HEALTH SERVICE, OTHER ART RELATED, AND OTHER PROFESSIONAL AND RELATED OCCUPATIONS, (3) PERFORMING ARTS, (4) TECHNICIANS, AND (5) MECHANICS AND REPAIRMEN. PART III CONCERNING JOBS FOR WHICH A HIGH SCHOOL EDUCATION IS GENERALLY REQUIRED INCLUDES (1) HEALTH SERVICE AND RELATED OCCUPATIONS, (2) MANAGERIAL, CLERICAL, SALES, SERVICE, DRIVING, MACHINERY, PRINTING, AND MANUAL OCCUPATIONS, AND (3) THE TELEPHONE INDUSTRY, RAILROADS, BANKING, BROADCASTING, CIVIL AVIATION, HOTELS, AND MECHANICS. PART IV, FOR WHICH A HIGH SCHOOL EDUCATION IS NOT ESSENTIAL, INCLUDES (1) HEALTH SERVICE, CLERICAL, SALES, SERVICE, DRIVING, MACHINERY, MANUAL, AND GOVERNMENT OCCUPATIONS, AND (2) WATER TRANSPORTATION, RAILROADS, HOTELS, MECHANICS, AND BUILDING TRADES. (GEB)
AIM/ARM: VT013855 U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS, 2220 GAO BUILDING, WASHINGTON, D.C. 20212 (PRICE LIST FREE: REPRINTS INDIVIDUALLY).

2073 HIGHLIGHTS OF THE MANPOWER REPORT MAY 73
MANPOWER:5:5:21-26
MANPOWER NEEDS, MANPOWER UTILIZATION, LABOR FORCE, JOB TRAINING, RACIAL DISCRIMINATION, SPANISH AMERICANS, POPULATION TRENDS, MANPOWER POLICY, MANPOWER REPORT OF THE PRESIDENT
A SELECTED COMPILATION FROM THE ANNUAL REPORT ON JOB TRAINING AND RELATED MATTERS. (EDITOR)
ERIC: EJ081125

2074 HIGHLIGHTS OF THE MANPOWER REPORT MAY 75
MANPOWER:7:5:19-22
ECONOMIC DEVELOPMENT, EMPLOYMENT PATTERNS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, PUBLIC SERVICE OCCUPATIONS, WORKING WOMEN, WAGES, MANPOWER NEEDS, ANNUAL REPORTS, NINETEEN SEVENTY-FIVE MANPOWER REPORT, REPORT, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA
THE ARTICLE SUMMARIZES THE 1975 MANPOWER REPORT CHAPTERS ON THE EMPLOYMENT AND UNEMPLOYMENT RECORD: ACHIEVEMENTS AND OPEN ISSUES OF PUBLIC SERVICE EMPLOYMENT: CHANGING ROLE OF WOMEN: CETA PROGRESS REPORT: PROGRAM RESPONSES TO MANPOWER NEEDS: MANPOWER IMPACT OF GOVERNMENT POLICY AND PROCEDURE: AND REPORT OF THE SECRETARY OF HEALTH, EDUCATION, AND WELFARE. (BP)
ERIC: EJ117093

2075 HIGHLIGHTS OF THE 1968 MANPOWER REPORT OF THE PRESIDENT. 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 51P.
FEDERAL PROGRAMS, HUMAN RESOURCES, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, DISADVANTAGED GROUPS, ECONOMIC FACTORS, EDUCATIONAL NEEDS, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT TRENDS, GEOGRAPHIC DISTRIBUTION, INFORMATION NEEDS, JOB TRAINING, LABOR FORCE, LABOR MARKET, MIGRATION, SUBEMPLOYMENT, UNEMPLOYMENT, VOCATIONAL EDUCATION
MANPOWER REPORT OF THE PRESIDENT INCLUDING A REPORT ON MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING, (1968) IS SUMMARIZED. SEE ABSTRACT OF ED 020 299 OR VT 001 025 (ARM SUMMER 1969) WHICH IS THE FULL REPORT. (EM)
AIM/ARM: VT007655

2076 THE HIGHWAY LOBBYS STRONG SUIT: JOBS 1975
BUSINESS WEEK, NO.2391, JULY 28, 1975, P. 24.
CONSTRUCTION INDUSTRY, ECONOMICS, JOB DEVELOPMENT, LOBBYING, TAXATION, TRANSPORTATION, TRUST FUND, UNEMPLOYMENT
HIGHWAY LOBBYISTS HAVE A GOOD CHANCE OF SAVING THE HIGHWAY TRUST FUND DESPITE OPPOSITION FROM MASS TRANSIT GROUPS, ENVIRONMENT ALISTS AND PRESIDENT FORD. JOB CREATION IN ROAD BUILDING IS A STRONG FACTOR IN THEIR FAVOR.
MGMT: 3WE75G2824-1

2077 HIRE NOW, TRAIN LATER PROGRAM EMPHASIZING ORIENTATION, COACHING AND EMPLOYER INVOLVEMENT. FINAL REPORT. OCT 69
NOTES: 66P.
ADULT BASIC EDUCATION, BUSINESS, DISADVANTAGED YOUTH, EMPLOYMENT PROGRAMS, INDUSTRY, JOB TRAINING, OFF THE JOB TRAINING, UNSKILLED WORKERS, VOCATIONAL ADJUSTMENT, PROJECT JOBS NOW

(CONT.)

2077 THE STUDY IS A SECOND YEAR-END REPORT (PHASE I) OF THE JOBS NOW PROJECT, BASED IN CHICAGO, WHICH OPERATES ON THE HIRE NOW, TRAIN LATER CONCEPT. THE PROJECT CONSISTED OF FOUR COMPONENTS BRIEF JOB ORIENTATION (TWO WEEKS) FOR DISADVANTAGED YOUTH; BUSINESS, INDUSTRY, LABOR, AND AGENCIES WORKING TOGETHER TO EMPLOY THE DISADVANTAGED; THE PROVISION OF SUPPORT DURING A TIME OF TRANSITION FROM AN INSTITUTIONALIZED SETTING TO ON-SITE IN-COMPANY TRAINING; ENCOURAGING EMPLOYERS TO DEVELOP ON-SITE TRAINING, PRE-SITE TRAINING, ORIENTATION, AND UPGRADING PROGRAMS THAT INCLUDE GENERAL BASIC EDUCATION AS WELL AS OCCUPATIONAL SKILL TRAINING. THE PROJECTS MAJOR THRUST IN THE SECOND YEAR WAS TO ASSIST BUSINESS AND INDUSTRY IN ASSUMING A PRIMARY ROLE IN DEALING WITH THE DISADVANTAGED. (AUTHOR)
ERIC: ED055276 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 436 MF $0.95, HC $3.00)

2078 THE HIRED FARM WORKING FORCE OF 1969: A STATISTICAL REPORT. 70
MCELROY, ROBERT C.
FEDERAL EXTENSION SERVICE (DOA), WASHINGTON, D.C.
NOTES: 32P.
AGRICULTURAL LABORERS, EMPLOYMENT, FARM LABOR, MANPOWER UTILIZATION, MIGRANT WORKERS, STATISTICAL SURVEYS, TABLES (DATA), WAGES
THE 1969 HIRED FARM WORKING FORCE (HFWF) CONSISTED OF ABOUT 2.6 MILLION PERSONS 14 YEARS OF AGE AND OVER WHO DID SOME FARMWORK FOR CASH WAGES DURING THE YEAR. THIS DROP OF 12 PERCENT FROM THE 2.9 MILLION IN 1968 REFLECTS FURTHER UTILIZATION OF FARM LABOR-SAVING TECHNOLOGY. MEMBERS OF THE 1969 HFWF WERE MOSTLY YOUNG (MEDIAN AGE 23), WHITE (77 PERCENT), MALE (74 PERCENT), PERSONS LIVING IN NON-FARM PLACES (74 PERCENT). THEY EARNED AN AVERAGE OF $837 IN CASH WAGES, OR $10.75 A DAY FOR 78 DAYS OF FARM WAGE WORK. ONLY 21 PERCENT WERE ENGAGED CHIEFLY IN FARM WAGEWORK. OF THESE, 301,000 WERE YEAR-ROUND WORKERS, WHO WERE THE MOST FULLY EMPLOYED AND HIGHEST PAID, AVERAGING 319 DAYS OF FARM WAGEWORK AND EARNING $3,485. ABOUT 60 PERCENT INCLUDING HOUSEWIVES AND STUDENTS WERE NOT IN THE LABOR FORCE MOST OF THE YEAR. ABOUT 257,000 WERE DOMESTIC MIGRATORY WORKERS. THIS GROUP DECLINED AT ABOUT THE SAME RATE AS ALL HIRED FARMWORKERS, THUS CONTINUING TO COMPRISE ABOUT 10 PERCENT OF THE TOTAL. A RELATED DOCUMENT CONTAINING 1967 STATISTICS IS AVAILABLE AS MP 000 795. (AUTHOR/GB)
ERIC: ED051357 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (A93.28 180, $.25)

2079 THE HIRED FARM WORKING FORCE OF 1971 OCT 72
RURAL MANPOWER DEVELOPMENTS;3;20-21
AGRICULTURAL LABORERS, EMPLOYMENT TRENDS, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, LOW INCOME, MIGRANT WORKERS, STATISTICAL DATA, LABOR FORCE PARTICIPATION
ERIC: EJ067024

2080 THE HIRED FARM WORKING FORCE OF 1971 A STATISTICAL REPORT. MAR 72
MCELROY, ROBERT C.
ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C.
NOTES: 33P.
LABOR FORCE, FARM LABOR, TABLES (DATA), AGRICULTURAL LABORERS, MIGRANT WORKERS, EMPLOYMENT, FARM LABOR SUPPLY, WAGES, STATISTICAL ANALYSIS
THIS REPORT PRESENTS INFORMATION ON THE SIZE AND COMPOSITION OF THE 1971 HIRED FARM WORKING FORCE (HFWF) AND ON THE EMPLOYMENT AND CASH EARNINGS FROM FARM AND NONFARM WAGE WORK OBTAINED DURING THE YEAR. BRIEF HIGHLIGHTS POINT UP SOME OF THE MOST PERTINENT FACTS FROM THE DETAILED DATA IN THE STATISTICAL TABLES. THE DATA WERE OBTAINED FROM THE ANNUAL SURVEY CONDUCTED FOR THE ECONOMIC RESEARCH SERVICE BY THE BUREAU OF THE CENSUS AS A SUPPLEMENTARY PART OF THE REGULAR CURRENT POPULATION SURVEY MADE IN DECEMBER 1971. AMONG THE FINDINGS ARE (1) THE HIRED FARM WORKING FORCE OF 1971 (HFWF) CONSISTED OF ABOUT 2.6 MILLION PERSONS 14 YEARS OF AGE AND OVER WHO DID SOME FARMWORK FOR CASH WAGES DURING THE YEAR, (2) MEMBERS OF THE 1971 HFWF WERE MOSTLY YOUNG (MEDIAN AGE 22), WHITE (78 PERCENT), MALE (76 PERCENT), PERSONS LIVING IN NONFARM PLACES (73 PERCENT), (3) ONLY 19 PERCENT WERE ENGAGED CHIEFLY IN FARM WAGE WORK, (4) ABOUT 58 PERCENT (PRIMARILY HOUSEWIVES AND STUDENTS) WERE NOT IN THE LABOR FORCE MOST OF THE YEAR, AND (5) ABOUT 172,000, OR 7 PERCENT OF THE TOTAL, WERE DOMESTIC MIGRATORY WORKERS. (AUTHOR/JS)
AIM/ARM: VT016788

2081 THE HIRED FARM WORKING FORCE OF 1972. A STATISTICAL REPORT. AGRICULTURAL ECONOMIC REPORT NO. 239. MAR 73
MCELROY, ROBERT C.
ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C. ECONOMIC DEVELOPMENT DIV.
NOTES: 34P.; FOR RELATED DOCUMENTS, SEE ED 020 361; ED 051 357; RC 003 805 RC 006 232
AGRICULTURAL LABORERS, EMPLOYMENT, EMPLOYMENT STATISTICS, FARM LABOR, INCOME, LABOR FORCE, MANPOWER UTILIZATION, MIGRANT WORKERS, SEASONAL LABORERS, STATISTICAL DATA, WAGES
INFORMATION ON THE SIZE AND COMPOSITION OF THE 1972 HIRED FARM WORKING FORCE (HFWF) AND ON THE EMPLOYMENT AND CASH EARNINGS FROM FARM AND NONFARM WAGEWORK OBTAINED DURING THE YEAR IS PRESENTED. DATA WERE OBTAINED FROM A SURVEY CONDUCTED BY THE BUREAU OF THE CENSUS AS A SUPPLEMENTARY PART OF THE REGULAR CURRENT POPULATION SURVEY MADE IN DECEMBER 1972. IN 1972, THERE WERE 2.8 MILLION PERSONS 14 YEARS OF AGE AND OVER WHO DID SOME FARMWORK FOR CASH WAGES DURING THE YEAR. THIS WAS A 7 PERCENT INCREASE FROM THE 2.6 MILLION IN 1971. MEMBERS OF THE 1972 HFWF WERE MOSTLY YOUNG (MEDIAN AGE 23), WHITE (85 PERCENT), MALE (77 PERCENT), PERSONS LIVING IN NONFARM PLACES (72 PERCENT). THEY EARNED AN AVERAGE OF $1,160 IN CASH WAGES, OR $13.20 A DAY FOR 88 DAYS OF FARM WAGEWORK. ONLY

(CONT.)

2051 24 PERCENT WERE ENGAGED CHIEFLY IN FARM WAGEWORK. OF THESE, 367,000 WERE YEAR-ROUND WORKERS, WHO WERE THE MOST FULLY EMPLOYED AND HIGHEST PAID, AVERAGING 306 DAYS OF FARM WAGEWORK AND EARNING $4,358. ABOUT 52 PERCENT (PRIMARILY HOUSEWIVES AND STUDENTS) WERE NOT IN THE LABOR FORCE MOST OF THE YEAR. ABOUT 184,000 (7 PERCENT) OF THE TOTAL WERE DOMESTIC MIGRATORY WORKERS. THIS WAS AN INCREASE OF 7 PERCENT FROM 172,000 IN 1971 AND REVERSED THE DECLINING TREND IN THE NUMBER OF MIGRANTS WHICH BEGAN IN 1965. THE REMAINDER OF THE HIRED FARMWORKERS, THE NONMIGRATORY, INCREASED BY 9 PERCENT OVER 1971. (AUTHOR/NQ)

ERIC! ED111535

2052 THE HIRED FARM WORKING FORCE OF 1974. A STATISTICAL REPORT. AGRICULTURAL ECONOMIC REPORT NO. 297. JUL 75

ROWE, GENE A.

ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C. ECONOMIC DEVELOPMENT DIV.

NOTES! 32P.! FOR RELATED DOCUMENTS, SEE ED 020 361! ED 051 357! RC 006 232 RC 007 285

AGRICULTURAL LABORERS, EMPLOYMENT, EMPLOYMENT STATISTICS, FARM LABOR, INCOME, LABOR FORCE, MANPOWER UTILIZATION, MIGRANT WORKERS, SEASONAL LABORERS, STATISTICAL DATA, WAGES

INFORMATION IS GIVEN ON THE NUMBER, CHARACTERISTICS, EMPLOYMENT, AND EARNINGS OF PERSONS 14 YEARS OF AGE AND OVER WHO PERFORMED HIRED FARM WAGEWORK AT ANY TIME DURING 1974. THE BRIEF ANALYSIS HIGHLIGHTS SOME OF THE MOST PERTINENT CHANGES AND TRENDS IN THE SIZE AND COMPOSITION OF THE HIRED FARM WORKING FORCE. DATA WERE OBTAINED THROUGH A SURVEY CONDUCTED BY THE BUREAU OF THE CENSUS AS A SUPPLEMENTARY PART OF ITS MONTHLY CURRENT POPULATION SURVEY MADE IN DECEMBER 1974. IN 1974, THERE WERE APPROXIMATELY 2.7 MILLION PERSONS IN THE HIRED FARM WORKING FORCE. THE ANNUAL EMPLOYMENT OF FARMWORKERS APPEARED TO HAVE BECOME STABLE AFTER THE LONG-TERM DOWNWARD TREND OF PRIOR YEARS. GENERALLY, HIRED FARM WAGEWORKERS WERE YOUNG (MEDIAN AGE 23 YEARS), WHITE (83 PERCENT), MALE (79 PERCENT), AND RESIDED IN NONFARM PLACES (76 PERCENT). THEY EARNED AN AVERAGE OF $1,447 IN ANNUAL CASH WAGES, OR $16.60 PER DAY FOR 87 DAYS OF FARM WAGEWORK. APPROXIMATELY 1.6 MILLION WORKERS WERE EMPLOYED SOLELY IN FARM WORK DURING THE YEAR! THE REMAINING 1.1 MILLION PERFORMED BOTH FARM AND NONFARM WORK. ABOUT 209,000 (8 PERCENT) OF THE TOTAL WERE MIGRATORY FARMWORKERS IN 1974, THE THIRD CONSECUTIVE YEAR OF INCREASE. ANNUAL EARNINGS FOR THESE WORKERS AVERAGED $1,688, OR $21.60 PER DAY FOR 78 DAYS OF FARMWORK. FORTY-NINE PERCENT OF ALL MIGRANTS WERE EMPLOYED ONLY IN FARMWORK DURING THE YEAR. (AUTHOR/NQ)

ERIC! ED111588

2053 THE HIRED FARM WORKING FORCE OF 1975. AGRICULTURAL ECONOMIC REPORT NO. 355. DEC 76

ROWE, GENE:SMITH, LESLIE WHITENER

ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C. ECONOMIC DEVELOPMENT DIV.

NOTES! 33P.! FOR RELATED DOCUMENT, SEE ED 111 588

AGE, AGRICULTURAL LABORERS, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, ETHNIC GROUPS, FARM LABOR, INCOME, LABOR FORCE, MAN DAYS, MANPOWER UTILIZATION, MIGRANT WORKERS, NEGROES, SEASONAL LABORERS, SOCIOECONOMIC BACKGROUND, SPANISH SPEAKING, STATISTICAL DATA, WAGES

THE REPORT PRESENTS DATA ON THE DEMOGRAPHIC, SOCIAL, AND ECONOMIC CHARACTERISTICS OF PERSONS 14 YEARS OF AGE AND OVER WHO DID HIRED FARMWORK DURING 1975, AND SUMMARIZES THE PERTINENT CHANGES AND TRENDS IN THE SIZE, COMPOSITION, EARNINGS, AND EMPLOYMENT PATTERNS OF THE HIRED FARM WORKING FORCE. INFORMATION IS GIVEN ON THE SPANISH-ORIGIN, WHITE, BLACK, AND OTHER HIRED FARMWORKERS. DATA WERE OBTAINED THROUGH A SURVEY CONDUCTED BY THE CENSUS BUREAU AS A SUPPLEMENTARY PART OF THE DECEMBER 1975 CURRENT POPULATION SURVEY. TABULAR DATA ARE ORGANIZED INTO FOUR AREAS--HISTORICAL DATA, THE 1975 DATA, EARNINGS BY SOURCE OF EMPLOYMENT, AND INFORMATION ON THOSE EMPLOYED SOLELY IN HIRED FARMWORK DURING THE YEAR AND THOSE EMPLOYED IN HIRED NONFARM WORK IN ADDITION TO THEIR FARMWORK. IN 1975, THERE WERE ABOUT 2.6 MILLION PERSONS IN THE HIRED FARM WORKING FORCE. THE ANNUAL EMPLOYMENT OF FARMWORKERS APPEARED TO HAVE STABILIZED AFTER THE LONG-TERM DOWNWARD TREND OF PRIOR YEARS. GENERALLY, HIRED FARMWORKERS WERE YOUNG (MEDIAN AGE 23 YEARS), MALE (77(), AND RESIDED IN NONFARM PLACES (79(). ANNUAL EARNINGS AVERAGED $2,552. ABOUT 72(WERE WHITE, 11(WERE OF SPANISH ORIGIN, AND 17(WERE BLACKS AND OTHERS. APPROXIMATELY 1.5 MILLION WORKED ONLY AS FARMWORKERS DURING THE YEAR! THE REMAINING 1.1 MILLION DID BOTH FARM AND NONFARM WORK. ABOUT 188,000 (7() WERE MIGRANT FARMWORKERS. ANNUAL EARNINGS FOR THESE WORKERS AVERAGED $2,003, OR $21.05 PER DAY FOR 95 DAYS OF FARMWORK! 61(OF ALL MIGRANTS DID ONLY FARMWORK DURING THE YEAR. (NQ)

ERIC! ED133132

2054 HIRED FARMWORKERS IN THE UNITED STATES . DEC 64

NIX, JAMES C.:KOHEN, RAY W.

BUREAU OF EMPLOYMENT SECURITY (DOL), WASHINGTON, D.C.

NOTES! 44P.

AGRICULTURAL LABORERS, UNEMPLOYMENT, MIGRATION, ECONOMIC DISADVANTAGEMENT, SOCIAL PROBLEMS, LABOR FORCE, SEASONAL EMPLOYMENT, EMPLOYMENT LEVEL, FOREIGN WORKERS, EMPLOYMENT EXPERIENCE, WAGES

BASED UPON DATA PUBLISHED BY THE DEPARTMENTS OF AGRICULTURE, COMMERCE, AND LABOR, THIS REPORT CONCERNING THE 1.7 MILLION FARM WORKERS HIRED IN 1963, CONTAINED THE FOLLOWING OBSERVATIONS (1) FARM NUMBERS WERE DECREASING, FARM SIZE WAS INCREASING, AGRICULTURAL PRODUCTION ASSETS PER WORKER WERE $25,000, AND PRODUCTIVITY PER WORKER WAS INCREASING, (2) OF ALL FARMS, 52 PERCENT HIRED NO LABOR, AND 42 PERCENT SPENT LESS THAN $2,500 FOR HIRED LABOR! ONLY ONE PERCENT OF THE FARMS HIRED 30 PERCENT OF THE LABOR, (3) FARM OPERATORS AND UNPAID FAMILY WORKERS OUTNUMBERED HIRED WORKERS EVEN AT THE PEAK OF THE

(CONT.)

2084 SEASON, BUT THE TOTAL NUMBER OF OPERATORS AND UNPAID FAMILY WORKERS WAS DECREASING, WHILE THE NUMBER OF HIRED WORKERS WAS REMAINING STEADY, (4) FARM POPULATION WAS DECREASING AND FARM-TO-CITY MIGRATION WAS HIGH, HOWEVER THE LOWER LEVEL OF EDUCATION OF RURAL FARM PEOPLE MIGHT HAVE PREVENTED THE MIGRATION NEEDED TO RELIEVE RURAL UNEMPLOYMENT, UNDEREMPLOYMENT, AND LOW INCOME, (5) OVER TWO-FIFTHS OF THOSE DOING FARM WAGE WORK DID SO LESS THAN 25 DAYS DURING THE YEAR, AND FARM WORK IS NOT THE CHIEF ACTIVITY OF ONE-HALF OF THE WORKERS, AND (6) THERE IS MORE UNEMPLOYMENT AMONG FARM WORKERS THAN OTHER WORKERS EVEN DURING THE GROWING SEASON. THE REPORT CITES NEW FEDERAL LAWS ENACTED TO ALLEVIATE PROBLEMS. (JM)

AIM/ARM: VT004902

2085 HIRING AND TRAINING THE DISADVANTAGED FOR PUBLIC EMPLOYMENT. KEY ISSUES SERIES, NUMBER 11. 73

ABOUD, GRACE

STATE UNIV. OF NEW YORK, ITHACA. SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIV.

NOTES: 49P.

CULTURALLY DISADVANTAGED, DEPRESSED AREAS (GEOGRAPHIC), ECONOMICALLY DISADVANTAGED, ECONOMIC FACTORS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT TRENDS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, GOVERNMENT EMPLOYEES, LOW INCOME GROUPS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, POVERTY PROGRAMS, UNEMPLOYMENT, WELFARE RECIPIENTS

THE TREND IN THE EARLY 1960S WAS TOWARD MANPOWER PROGRAMS TO HELP THE UNEMPLOYED AND UNDEREMPLOYED TO GET JOBS AND IMPROVE THEIR JOB STATUS THROUGH FEDERALLY FINANCED JOB TRAINING. THE OBJECTIVE WAS TO GET THOSE WORKERS WHO HAD BEEN TRAINED IN THESE PROGRAMS INTO UNSUBSIDIZED JOBS. THE TREND TOWARD JOB CREATION CAME LATER IN THE DECADE: THE PURPOSE OF THIS REPORT IS TO DESCRIBE THIS TREND. CHAPTER I IS A BRIEF LEGISLATIVE HISTORY OF FEDERALLY SPONSORED MANPOWER PROGRAMS FROM 1961 TO THE PRESENT AND ATTEMPTS TO ACQUAINT THE PRACTITIONER WITH A BROAD OVERVIEW OF MANPOWER POLICY IN THE RECENT PAST AND PRESENT. CHAPTER II DESCRIBES FIVE MAJOR FEDERAL EMPLOYMENT PROGRAMS FOR THE DISADVANTAGED CURRENTLY IN OPERATION AND SOME OF THE PUBLISHED EVALUATIONS OF THESE PROGRAMS. THIS SECTION OF THE REPORT DISCUSSES THE STRUCTURE AND ADMINISTRATION OF THESE PROGRAMS, THE TYPE OF WORK THEY PROVIDE, THE CHARACTERISTICS OF THEIR ENROLLEES, AND SOME OF THE PROBLEMS AND SUCCESSES EACH PROGRAM HAS ENCOUNTERED. CHAPTER III IS A DESCRIPTIVE ANALYSIS OF THE CURRENT EMPLOYMENT AND OCCUPATIONAL TRENDS TOGETHER WITH PROJECTIONS FOR THE AMERICAN ECONOMY THROUGH 1980. FINALLY, CHAPTER IV TAKES A LOOK AT THE PRESENT DEBATE OVER MANPOWER POLICY AND THE FUTURE OF PUBLIC EMPLOYMENT FOR THE DISADVANTAGED. AT THE CONCLUSION, THERE IS A SELECTED BIBLIOGRAPHY COVERING THE ISSUES AND PROGRAMS DISCUSSED IN THIS REPORT. (AUTHOR)

ERIC: ED079447 PUBLICATIONS DIVISION, N.Y. STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, CORNELL UNIV., ITHACA, N.Y. 14850 ($2.00)

2086 HIRING MINORITIES AND WOMEN: THE SELECTION PROCESS 1974

GERY, G.J.

PERSONNEL JOURNAL, VOL.53, NO.12, DEC 1974, P. 906-909.

AFFIRMATIVE ACTION, DECISION MAKING, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, HIRING, INTERVIEW TECHNIQUE, JOB CLASSIFICATION, LAW, MANAGEMENT, MINORITIES, MOTIVATION, PERSONNEL MANAGEMENT, RECRUITMENT, SALARY, TRAINING AND DEVELOPMENT, WOMEN IN BUSINESS

EXPLAINS HOW TO HANDLE THE RECRUITMENT AND SELECTION OF MINORITY AND WOMEN PERSONNEL MOST EFFECTIVELY, TO INSURE SUCCESS AND PREVENT CLAIMS OF DISCRIMINATION FROM ARISING FROM THE SELECTION, RECRUITMENT PROCESS.

MGMT: PEJ7430906

2087 HIRING PRACTICES, HIRING STANDARDS, AND WAGE DIFFERENTIALS FOR LABORERS AND CLERICAL WORKERS IN A SMALL LABOR MARKET. MAY 71

HUFF, STANLEY WARREN

PRINCETON UNIV., N.J. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 338P.; PH.D. DISSERTATION, PRINCETON UNIVERSITY

CLERICAL WORKERS, ECONOMIC RESEARCH, EMPLOYMENT PRACTICES, INDIVIDUAL CHARACTERISTICS, LABORERS, LABOR MARKET, MULTIPLE REGRESSION ANALYSIS, RECRUITMENT, SALARY DIFFERENTIALS, WAGES

THIS STUDY ANALYZES THE RECRUITMENT, SELECTION AND COMPENSATION OF LABORERS AND BEGINNING CLERICAL WORKERS IN THE WHEELING AND STEUBENVILLE-WEIRTON AREAS DURING THE MIDDLE 1960S. THE VALIDITY OF VARIOUS ASSUMPTIONS REGARDING THE TIE BETWEEN WORKERS CHARACTERISTICS, ADJUSTED WAGES OFFERED, AND RECRUITMENT METHODS WAS TESTED AND THE IMPACT OF OTHER FACTORS ON AN ESTABLISHMENTS LOCATION, APPLICANT-HIRE RATIO AND REPLACEMENT NEEDS WAS NOTED. RESULTS OF THE REGRESSION ANALYSIS REVEAL SOME CONNECTION BETWEEN VARIATION IN CHARACTERISTICS OF WORKERS AND THEIR ADJUSTED WAGE RATES, THOUGH INSUFFICIENT TO EXPLAIN ALL WAGE VARIATION. THE NON-PARAMETRIC TEST RESULTS ARE VARIED. HIGH WAGE ESTABLISHMENTS GENERALLY OBTAIN MORE PREFERRED WORKERS, THROUGH PREFERRED HIRING CHANNELS. VARIOUS NON-WAGE VARIABLES AFFECT THE ABILITY TO HIRE PREFERRED WORKERS MORE SO FOR LABORERS, LESS IN THE CASE OF CLERICAL WORKERS. THE IMPACT OF THESE VARIABLES IS OFTEN MORE NOTICEABLE FOR HIGH-WAGE EMPLOYERS. (NTIS/SA)

ERIC: ED081956 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-201 131, MF $1.45, HC $6.00)

2088 THE HIRING PROCESS: HOW IT WORKS 1975
FREDRICKSON, A.P.
SUPERVISORY MANAGEMENT, VOL.20, NO.10, OCT 1975, P. 2-8.
COST BENEFIT ANALYSIS, COST BENEFIT ANALYSIS, CUSTOMER SATISFACTION, EMPLOYEE BENEFITS, EMPLOYEE RELATIONS, EMPLOYEE SERVICES, EMPLOYMENT POLICY, HIRING, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, JOB SATISFACTION, MANAGEMENT, MANAGEMENT FUNCTIONS, PERSONNEL MANAGEMENT, PRODUCTIVITY, RECRUITMENT, SALARY, SUPERVISOR
AN EMPLOYMENT OPERATION MODEL PRESENTS EIGHT STEPS INCLUDING REQUISITION, RECRUITMENT, SELECTION, ORIENTATION HUMAN RESOURCE DATA REVIEW, REEVALUATION OF HIRING PROCEDURE. OTHER ELEMENTS TO INCLUDE ARE COST-BENEFIT ANALYSIS, MANPOWER NEED ANALYSIS, COUNSELING, CORPORATE RECRUITMENT COORDINATION, KNOWLEDGE OF CURRENT SALARY ISSUES.
MGMT: SPM75J0002

2089 THE HIRING PROCESS: INTERVIEWING WOMEN AND MINORITIES 1975
GERY, G.J.
SUPERVISORY MANAGEMENT, VOL.20, NO.10, OCT 1975, P. 9-15.
ABSENTEEISM, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, HIRING, HUMAN BEHAVIOR, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, JOB DESCRIPTION, JOB PERFORMANCE, MANAGEMENT, MINORITIES, MOTIVATION, SUPERVISOR, WOMEN IN BUSINESS
SOME POINTERS FOR EMPLOYMENT INTERVIEWS CONCERN AVOIDING PERSONAL QUESTIONS, BUT ASKING DIRECT JOB-RELATED ONES, AVOIDING STEREOTYPING, FAIR EVALUATION OF INFORMATION MAKING ALLOWANCES FOR NERVOUSNESS. SUCCESS INDICATORS SHOULD BE SOUGHT AND THE JOB FULLY DESCRIBED.
MGMT: SPM75J0009

2090 HIRING STANDARDS AND JOB PERFORMANCE. MANPOWER RESEARCH MONOGRAPH NO. 18. 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 35P.
SEMISKILLED OCCUPATIONS, EMPLOYMENT QUALIFICATIONS, JOB SKILLS, MANPOWER UTILIZATION, EDUCATIONALLY DISADVANTAGED, GUIDELINES, EMPLOYMENT OPPORTUNITIES, MINORITY GROUPS, LABOR MARKET
DURING THE HIGH EMPLOYMENT PERIOD OF THE 1960S, UNEMPLOYMENT PERSISTED AMONG THE UNDEREDUCATED DESPITE MANPOWER SHORTAGES IN MANY SEMISKILLED OR ENTRY LEVEL OCCUPATIONS. THIS STUDY INVESTIGATED THE DEGREE TO WHICH EMPLOYER HIRING STANDARDS AFFECT THIS LABOR MARKET IMBALANCE. BY EXAMINING 10 WHITE COLLAR, BLUE COLLAR AND SERVICE OCCUPATIONS REPRESENTING 14 INDUSTRY GROUPS, THE STUDY FOUND A TREND TOWARD INCREASED HIRING STANDARDS FOR LESS SKILLED JOBS, OFTEN TO A LEVEL ABOVE THAT NECESSARY TO PERFORM THE JOB. IN AN ATTEMPT TO REMEDY VARIATIONS AND INCONSISTANCY IN HIRING STANDARDS, THE REPORT PROVIDES GUIDELINES FOR HIRING STANDARDS IN EACH OCCUPATION. CONSISTENT STANDARDS, BASED ON OBJECTIVE PERFORMANCE CRITERIA, WILL DO MUCH TO ELIMINATE LABOR MARKET IMBALANCE. COPIES OF THE FULL CONTRACT RESEARCH REPORT ON WHICH THIS REPORT IS BASED ARE AVAILABLE FROM THE CLEARINGHOUSE FOR FEDERAL, SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (PB 191 278, $.65 MICROFICHE, $3.00 PAPER COPY). (BH)
AIM/ARM: VT011697 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L1.39/3 18, $.50).

2091 HIRING STANDARDS FOR PARAMEDICAL MANPOWER. SEP 68
HOROWITZ, MORRIS, A.;GOLDSTEIN, HAROLD M.
NORTHEASTERN UNIV., BOSTON, MASS. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 233P.; A REPORT TO THE MANPOWER ADMINISTRATION OF THE U.S. DEPARTMENT OF LABOR
EDUCATIONAL BACKGROUND, HEALTH OCCUPATIONS, HEALTH OCCUPATIONS EDUCATION, HEALTH PERSONNEL, JOB ANALYSIS, OCCUPATIONAL MOBILITY, PERSONNEL POLICY, PROFESSIONAL EDUCATION
IN A REPRESENTATIVE CROSS-SECTION OF 20 BOSTON STANDARD METROPOLITAN STATISTICAL AREAS 120 REGISTERED HOSPITALS, 524 INDIVIDUALS IN 22 PARAMEDICAL OCCUPATIONS WERE INTERVIEWED REGARDING THEIR FUNCTIONS AND EDUCATIONAL BACKGROUNDS. IN ADDITION, QUESTIONNAIRES REGARDING HIRING POLICIES WERE DIRECTED TO THE ADMINISTRATORS IN THESE HOSPITALS. AMONG EXTENSIVE FINDINGS WERE (1) THERE WERE DISCRIPANCIES BETWEEN DICTIONARY OF OCCUPATIONAL TITLES JOB DESCRIPTIONS AND THOSE SUPPLIED BY INTERVIEWEES, (2) IN ONLY A FEW CASES DO HOSPITALS REGARD AS TOO HIGH THE ENTRANCE REQUIREMENTS AND LEVEL OF PREPARATION ENCOURAGED BY ACCREDITING AGENCIES AND PROFESSIONAL SOCIETIES, (3) ALTHOUGH MOST HOSPITALS INDICATED THE BASIC ASPECTS OF THEIR HIRING STANDARDS HAVE BEEN IN EFFECT FOR MANY YEARS, MOST CONSIDERED THESE TO BE VALID, AND (4) PERSONNEL OF WIDELY DIFFERENT BACKGROUNDS PERFORM THE SAME OR SIMILAR TASKS. RECOMMENDATIONS INCLUDE (1) RE-EXAMINATION BY HOSPITALS OF THEIR TOTAL OCCUPATIONAL STRUCTURES TO DETERMINE JOB REQUIREMENTS, (2) ESTABLISHMENT OF RELEVANT HIRING STANDARDS, (3) EXPANSION OF ON-THE-JOB TRAINING, (4) ESTABLISHMENT BY EDUCATIONAL INSTITUTIONS OF REALISTIC ENTRANCE REQUIREMENTS, (5) EXAMINATION BY LOCAL GOVERNMENT OF LICENSING PRACTICE IN RELATION TO EXCLUSION OF THE DISADVANTAGED, AND (6) DEVELOPMENT BY HOSPITALS OF JOB PROMOTION LADDERS. (JK)
ERIC: ED032414

2092 HIRING THE DISADVANTAGED. 70
CAPE, WILLIAM H., ED.
NORTH CAROLINA UNIV., CHAPEL HILL. INSTITUTE OF GOVERNMENT.
NOTES: 89P.
CONFERENCE REPORTS, CULTURALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EQUAL OPPORTUNITIES (JOBS),

(CONT.)
2092 GOVERNMENT EMPLOYEES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION
TO PROVIDE AN OPPORTUNITY FOR STATE AND LOCAL GOVERNMENT OFFICIALS TO EXCHANGE INFORMATION ON THE PROBLEM OF PROVIDING PUBLIC EMPLOYMENT FOR THE DISADVANTAGED, A 2-DAY WORKSHOP WAS HELD AT THE UNIVERSITY OF NORTH CAROLINA IN NOVEMBER 1969. THIS REPORT INCLUDES A RESUME OF THE WORKSHOP SESSIONS AND NINE PAPERS PRESENTED BY PARTICIPANTS. ALL ASPECTS OF THE PROBLEM WERE DISCUSSED, WITH EMPHASIS ON MAINTAINING MERIT PRINCIPLES WHILE REMOVING UNNECESSARY JOB BARRIERS. (BH)
ERIC: ED048502 INSTITUTE OF GOVERNMENT, BOX 990, CHAPEL HILL, N.C. 27514 ($2.00)

2093 HIRING THE SALES MANAGER-AN EXPERIENTIAL LEARNING EXERCISE 1976
MORGENROTH, W.M.
SOUTHERN MARKETING ASSOCIATION, PROCEEDINGS OF CONFERENCE, OCT 1976, P. 300-302.
BUSINESS SCHOOLS, CAREER DEVELOPMENT, EMPLOYMENT POLICY, GOALS AND OBJECTIVES, HIRING, MANAGEMENT, MARKETING, MARKETING MANAGEMENT, PERSONNEL MANAGEMENT, WOMEN IN BUSINESS
AN EXERCISE IN ELIMINATION OF THREE OUT OF FOUR JOB APPLICANTS WAS USED FOR EXECUTIVE TRAINING IN MARKETING MANAGEMENT, WITH INCREASE IN CLASS PARTICIPATION, EVIDENCE OF PERSONAL ENJOYMENT AND RELEVANCE TO PERSONAL PROBLEMS IN JOB MARKET INTERVIEWING RESULTING.
MGMT: SMA76JP300

2094 HISPANIC STUDENT-SCIENTISTS JUL 77
LA LUZ:6:7:25-6
CAREER AWARENESS, SPANISH SPEAKING, SCIENTISTS, SCIENTIFIC MANPOWER, STUDENT EXPERIENCE, CAREER OPPORTUNITIES, HIGHER EDUCATION, MINORITY GROUPS, MINORITY BIOMEDICAL SUPPORT PROGRAM
THE MINORITY BIOMEDICAL SUPPORT PROGRAM PROVIDES GRANT MONEY TO EDUCATIONAL INSTITUTIONS SO THEY CAN BETTER ENCOURAGE AND TRAIN THEIR STUDENTS TO PURSUE SUCCESSFUL CAREERS IN BIOMEDICAL RESEARCH. (NQ)
ERIC: EJ164839

2095 AN HISTORICAL AND COST ANALYSIS OF MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS IN THE WASHOE COUNTY (RENO) SCHOOL DISTRICT. 68
FLORES, FROILAN
UTAH UNIV., SALT LAKE CITY.
NOTES: 203P.: PH.D.THESIS
ADULT DROPOUTS, AGE DIFFERENCES, BOOKKEEPING, DOCTORAL THESES, EDUCATIONAL BACKGROUND, FEDERAL PROGRAMS, HIGH SCHOOL GRADUATES, HISTORICAL REVIEWS, INCOME, JOB PLACEMENT, JOB TRAINING, PERSISTENCE, PROGRAM COSTS, SURVEYS, TRAINEES, TRAINING ALLOWANCES, MANPOWER DEVELOPMENT AND TRAINING ACT, NEVADA
THIS STUDY DEALT WITH THE HISTORICAL DEVELOPMENT OF THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962 AND THE COST OF ADMINISTERING THE PROGRAM IN THREE BOOKKEEPING CLASSES IN THE WASHOE COUNTY SCHOOL DISTRICT, NEVADA. RESULTS OF A QUESTIONNAIRE COMPLETED BY 39 CLASS GRADUATES (1962-65) WERE COMBINED WITH INFORMATION FROM THE WASHOE COUNTY SCHOOL DISTRICT AND THE NEVADA STATE EMPLOYMENT OFFICE. THESE WERE AMONG THE FINDINGS (1) DROPOUT RATES WERE DISPROPORTIONATELY HIGH, INDICATING A NEED FOR BETTER SELECTION PROCEDURES: (2) MOST TRAINEES WERE UNEMPLOYED AT THE START OF TRAINING: (3) TRAINING ALLOWANCES DROPPED FROM $38 AND $20 A WEEK (1962-63) FOR ADULTS AND YOUTH, RESPECTIVELY, TO $35 AND $19, BUT BASIC RATES FOR ADULTS WERE ADJUSTED UPWARD DURING 1963-65 TO COVER ADDITIONAL DEPENDENTS: (4) ACCOUNTING AND BOOKKEEPING (IN THAT ORDER) WERE RATED MOST IMPORTANT AMONG SUBJECTS STUDIED BY TRAINEES: (5) YOUNGER STUDENTS TENDED TO STAY IN CLASS WHEREAS OLDER STUDENTS TENDED TO DROP OUT MORE READILY: (6) ALL THE 1965 GRADUATES WERE EVENTUALLY PLACED IN TRAINING RELATED EMPLOYMENT, BUT THOSE WITH LESS THAN A HIGH SCHOOL EDUCATION HAD MORE DIFFICULTY SECURING EMPLOYMENT THAN OTHER TRAINEES. (AUTHOR/LY)
ERIC: ED030069 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48106 (ORDER NO. 69-1775, MF $3.00, XEROGRAPHY $9.25)

2096 HISTORICAL AND CROSS-CULTURAL PERSPECTIVES ON WOMEN IN COMBAT 1976
KINZER, NORA SCOTT
ARMY RESEARCH INST FOR THE BEHAVIORAL AND SOCIAL SCIENCES ARLINGTON VA
NOTES: 13P
MILITARY PERSONNEL, FEMALES, WOMEN, NTISDODXA, NTISDODA
ALTHOUGH ARAB, ISRAELI, NORWEGIAN, AND YUGOSLAV WOMEN HAVE SERVED IN COMBAT, AND, AFTER THE TRUCE IS SIGNED, RETURNED TO TRADITIONAL FEMALE ROLES, THERE IS A STRONG RESISTANCE IN THE UNITED STATES TO USING WOMEN IN COMBAT SITUATIONS. REPEATED SURVEYS INDICATE THAT CIVILIANS ARE MORE OPPOSED TO THE IDEA OF WOMEN IN COMBAT THAN ARE ARMY PERSONNEL. IT MAY VERY LIKELY BE THAT NOT USING WOMEN AS FIGHTING SOLDIERS IS A CULTURAL TRADITION OF STABLE NATIONS. WOMEN ARE LUXURIES TO BE PAMPERED AND PETTED. TO ADMIT THAT WOMEN MUST BE USED AS COMBAT SOLDIERS IMPLIES A NATION IN DECADENCE. BUT, MANY AMERICAN WOMEN IN THE ARMY, NAVY AND AIR FORCE DO NOT THINK SO. THEY WANT TO HAVE THE FULL RIGHTS OF CITIZENSHIP -- IMPLYING FULL RESPONSIBILITY, AND THAT MEANS SERVICE IN COMBAT ARMS UNITS, ONBOARD FIGHTING SHIPS AND FLYING COMBAT AIRPLANES.
NTIS: AD-A026 057/0ST NTIS PRICES PC$3.50/MF$2.25

2097 HISTORICAL PERSPECTIVE OF THE FLORIDA CITRUS INDUSTRY AND THE IMPACT OF MECHANICAL HARVESTING ON THE DEMAND FOR LABOR. APR 70
DOW, J. KAMAL
FLORIDA UNIV., GAINSVILLE. DEPT. OF AGRICULTURAL ECONOMICS. MANPOWER ADMINISTRATION

(CONT.)

2097 (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 119P.
AGRICULTURAL LABORERS, AGRICULTURAL PRODUCTION, AUTOMATION, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT PROJECTIONS, HARVESTING, MANPOWER NEEDS, MATHEMATICAL MODELS, MIGRANT WORKERS
THE FLORIDA CITRUS CROP IS EXPECTED TO INCREASE 50 PERCENT BY 1980, RESULTING IN LABOR SHORTAGES UNLESS MECHANICAL HARVESTING IS USED. THIS REPORT USES A MATHEMATICAL MODEL OF COSTS AND REVENUES TO COMPARE THE PROFITABILITY OF DIFFERENT MECHANICAL SYSTEMS WITH THAT OF THE MANUAL SYSTEM. THE ANALYSIS SHOWS THAT IF PRESENT TRENDS CONTINUE, MECHANIZATION WILL BE ECONOMICALLY DESIRABLE BY 1975. HOWEVER, RESISTANCE TO CHANGE WILL PROBABLY SLOW MECHANIZATION TO THE EXTENT THAT ONLY 10 PERCENT OF THE INDUSTRY WILL BE MECHANIZED BY THAT TIME. BY 1980, HOWEVER, THE REPORT PREDICTS THAT MECHANIZATION WILL REACH 60 PERCENT FOR CERTAIN CITRUS CROPS. THE STUDY CONCLUDES THAT DESPITE RAPIDLY EXPANDING PRODUCTION, MANPOWER REQUIRED FOR HARVESTING WILL PEAK IN 1975 AND THEN DECLINE THROUGH 1980. THE GREATEST IMPACT WILL BE FELT BY WORKERS WITH LOW OCCUPATIONAL MOBILITY, DUE TO AGE, RACE, OR LACK OF EDUCATION AND EXPERIENCE. (BH)
ERIC: ED052306 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 191 289, MF $0.95;SEE CATALOG FOR HARD COPY PRICE)

2098 HISTORY OF EMPLOYMENT AND MANPOWER POLICY IN THE UNITED STATES. PARTS I AND II. DEPRESSION EXPERIENCE, PROPOSALS, AND PROGRAMS. SELECTED READINGS IN EMPLOYMENT AND MANPOWER, VOLUME 5. 65
NOTES: 474P.
ECONOMIC DISADVANTAGEMENT, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, HISTORICAL REVIEWS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, TECHNOLOGICAL ADVANCEMENT, UNEMPLOYMENT, UNEMPLOYMENT INSURANCE
THE SELECTED READINGS WERE COMPILED TO PROVIDE SUBCOMMITTEE MEMBERS WITH A BROAD BACKGROUND OF DEVELOPMENTS LEADING TO THE EMPLOYMENT ACT OF 1946 AND WITH APPRAISALS OF ITS ADEQUACY AND EFFECTIVENESS. MATERIAL IN THIS VOLUME SPANS THE LATE 1920S AND THE GREAT DEPRESSION. PARTS III AND IV (VT 004 820) CONTINUE THE HISTORICAL BACKGROUND AND REVIEW. REPRESENTATIVE SELECTIONS OF PART I, WHICH DEALS WITH THE CRASH AND DEPRESSION, ARE--(1) RECENT EMPLOYMENT MOVEMENTS BY S.H. SLICHTER, (2) BLACK DEPRESSION BY F.L. ALLEN, (3) BUSINESS LOOKS AT UNEMPLOYMENT BY J.H. BARNES, (4) CAUSES OF WORLD DEPRESSION BY J.M. KEYNES, AND (5) JOB HUNTERS BY E.W. BAKKE. REPRESENTATIVE SELECTIONS FROM PART II, WHICH DEALS WITH DEPRESSION PROGRAMS AND PROPOSALS, ARE--(1) FROM 1921 FORWARD BY E.E. HUNT, (2) THE SENATE TAKES STOCK BY J. COUYENS, (3) STATEMENT BY PRESIDENT HERBERT HOOVER, MARCH 7, 1930, (4) A 5-YEAR PLAN FOR AMERICA BY C.A. BEARD, (5) THE CASE FOR FEDERAL RELIEF BY G. PINCHOT, (6) UNEMPLOYMENT INSURANCE, AN AMERICAN PLAN TO PROTECT WORKERS AND AVOID THE DOLE BY F. PERKINS, (7) UNEMPLOYMENT AND RECOVERY BY E.E. WILE, (8) SAFEGUARDS AGAINST DEPRESSION--AN ANALYSIS OF DEPRESSION CURES BY S.H. SLICHTER, (9) UNEMPLOYMENT IN THE UNITED STATES, 1930-40 BY P. WEBBINK, AND (10) THE SICK WORLD OF JOHN MAYNARD KEYNES BY R.L. HEILBRONER. THIS DOCUMENT IS AVAILABLE AS Y4L11/2--EM7/7/V.5 FOR $1.25 FROM SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402. (MM)
AIM/ARM: VT004819

2099 HOLD THAT TANTRUM 1976
FORBES, VOL.117, NO.3, FEB 1,1976, P.21-22.
COMPETITION, CONSTRUCTION INDUSTRY, ECONOMICS, FRINGE BENEFITS, INDUSTRIAL RELATIONS, INFLATION, UNEMPLOYMENT, UNIONS, WAGES
THE GROWTH OF NONUNION CONSTRUCTION COMPANIES MAY BRING LESS OBJECTION THAN EXPECTED TO PRESIDENT FORDS VETO OF THE COMMON SITES PICKETING BILL.
MGMT: FBR76B0121

2100 HOLLAND: AN EMPLOYMENT POLICY THAT ADDS UP TO DOUBLE DUTCH 1976
DEJONGE, W.
VISION, NO.72, NOV 1976, P. 26.
ECONOMICS, EMPLOYMENT POLICY, MANAGEMENT, SOCIAL ISSUES, UNEMPLOYMENT
UNEMPLOYMENT FIGURES ARE ON THE INCREASE IN HOLLAND WITH PEOPLE UNDER 23 YEARS OLD MAKING A MAJOR CONTRIBUTION TO THIS RISE. AUTHOR CITES HOLLANDS SOCIAL SECURITY SYSTEM AS A POSSIBLE CAUSE DUE TO THE POLICY THAT AN UNEMPLOYED WORKERS INCOME IS ABOUT THE SAME AS AN EMPLOYED WORKER.
MGMT: VIS76K0026

2101 HOME-BASED EMPLOYMENT PROGRAMS EFFECTS AND GUIDELINES FOR PROGRAM DEVELOPMENT JUL-AUG 77
MCGRAW, MICHAEL J.;AND OTHERS
JOURNAL OF REHABILITATION;43;3;33-35
VOCATIONAL REHABILITATION, HOMEBOUND, EMPLOYMENT PROGRAMS, PROGRAM DEVELOPMENT, REHABILITATION COUNSELING, PROGRAM DESCRIPTIONS, HOME PROGRAMS, PILOT PROJECTS, GUIDELINES, PROJECT HEAR, HOME-BASED EMPLOYMENT TO ACCOMPLISH REHABILITATION, CALIFORNIA
DESCRIBES ACTIVITIES IN THE DEVELOPMENT OF THE PROJECT, HOME-BASED EMPLOYMENT TO ACCOMPLISH REHABILITATION (HEAR). THIS DESCRIPTION IS INTENDED TO SERVE AS A GUIDELINE FOR REPLICATING SIMILAR PROGRAMS WITH ANY GROUP OF HOMEBOUND INDIVIDUALS. PROJECT OBJECTIVES, EFFECT OF HOME-BASED EMPLOYMENT, GUIDELINES, AND ENHANCING PROFESSIONALISM ARE TOPICS DISCUSSED. (TA)
ERIC: EJ163805

2102 HOMEMAKER SERVICE DEMONSTRATION TRAINING PROJECT (MARCH 1968-MAY 1970). FINAL REPORT.
31 MAY 70
KANSAS STATE UNIV., MANHATTAN. DEPT. OF FAMILY ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 167P.
DAY PROGRAMS, DEMONSTRATION PROJECTS, EXTENSION EDUCATION, FEMALES, HOME ECONOMICS EDUCATION, HOMEMAKING EDUCATION, JOB DEVELOPMENT, MIDDLE AGED, NONCREDIT COURSES, OCCUPATIONAL HOME ECONOMICS, RESIDENTIAL PROGRAMS, STANDARDS, TRAINING TECHNIQUES, UNIVERSITY EXTENSION
THIS PROGRAM WAS DIRECTED TO WOMEN BETWEEN THE AGES OF 45 AND 65. ITS OBJECTIVES WERE TO DEVELOP A TRAINING PROGRAM FOR HOMEMAKER SERVICES THAT WOULD (1) ESTABLISH AN EXPECTATION OF HIGH QUALITY PERFORMANCE AND STANDARDS FOR ALL WHO CARE FOR THE AGING AND OTHER FAMILIES, (2) PROVIDE A NUCLEUS OF TRAINED HOMEMAKERS TO MEET COMMUNITY NEEDS, AND (3) DEVELOP A PROTOTYPE TRAINING PROGRAM ADAPTABLE TO JUNIOR AND STATE COLLEGES IN KANSAS AND OTHER STATES. A THREE-STEP TRAINING PROCEDURE WAS FOLLOWED CONSISTING OF (1) TEACHING, (2) PARTICIPATION AND DEMONSTRATION, AND (3) PRACTICAL APPLICATION. THE TEACHING WAS PERFORMED BY A STAFF OF 25 SPECIALIZED PERSONS. THE SUBJECT AREAS WERE WORKING WITH AND UNDERSTANDING PEOPLE, FOOD FOR FAMILIES, HOME MANAGEMENT SKILLS, PERSONAL CARE OF OTHERS, AND PROFESSIONAL DEVELOPMENT. CONCLUSIONS INCLUDE (1) WOMEN CAN AND WILL TAKE ADVANTAGE OF EDUCATIONAL TRAINING OPPORTUNITIES AND BECOME FULLY EMPLOYED AS QUALIFIED HOMEMAKERS; (2) FAMILIES IN COMMUNITIES CAN BENEFIT FROM HAVING AVAILABLE QUALIFIED HOMEMAKERS TO WORK FOR THEM IN TIMES OF NEED; (3) IN-RESIDENCE TRAINING PROVIDES A QUALITY OF INSTRUCTION FOR THE MOST ESSENTIAL CONCERN OF HOMEMAKERS, THAT OF PROVIDING PERSONAL CARE AND UNDERSTANDING; (4) SUPPORT FROM THE TRAINING CENTER AND EMPLOYMENT SERVICES MUST BE MADE AVAILABLE TO THE TRAINEE AFTER GRADUATION. (AUTHOR/CK)
ERIC: ED056300

2103 HOSE MAKER (RUBBER GOODS) 752.781-010--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. NOV 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, HOSE MAKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED069645

2104 HOSIERY LOOPER (HOSIERY) 689.782 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CLOTHING, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED OCCUPATIONS, GATB, GENERAL APTITUDE TEST BATTERY, HOSIERY LOOPER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061324

2105 HOSPITAL WAGE INFLATION: SUPPLY-PUSH OR DEMAND PULL 1975
SALKEVER, D.S.
QUARTERLY REVIEW OF ECONOMICS AND BUSINESS, VOL.15, NO.3, AUTUMN 1975, P. 33-48. BIBLIOG. 13
CONSUMER PRICE INDEX, ECONOMIC THEORY, ECONOMICS, HOSPITALS, INFLATION, LABOR MARKET, QUANTITATIVE METHODS, REGRESSION ANALYSIS, WAGES
THE TEMPORAL AND GEOGRAPHIC PATTERN OF WAGE INCREASES ARE EXAMINED. TESTS THE HYPOTHESIS

(CONT.)
2185 THAT DECLINING DISCRIMINATION AND RISING WELFARE PAYMENTS BROUGHT ABOUT RELATIVE WAGE INCREASES FOR UNSKILLED FEMALE HOSPITAL EMPLOYEES. SUPPLY- PUSH FORCES ARE AN IMPORTANT SOURCE OF HOSPITAL WAGE INFLATION ALTHOUGH THE IMPACT OF DEMAND-PULL FACTORS IS SOMEWHAT IN DOUBT.
MGMT: ORE75P0033

2186 HOSPITAL-ADMITTING CLERK (MEDICAL SER.) 237.368--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. FEB 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CLERICAL OCCUPATIONS, CUTTING SCORES, EVALUATION CRITERIA, HOSPITAL PERSONNEL, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED067409

2187 HOUSEHOLD EMPLOYMENT TRAINING: A SUGGESTED PROGRAM DEVELOPMENT GUIDE FOR ADMINISTRATORS. 71
DIVISION OF MANPOWER DEVELOPMENT AND TRAINING. , BAVT.
NOTES: 65P.
CHILD CARE, COURSE CONTENT, CURRICULUM GUIDES, DOMESTICS, HOME MANAGEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM ADMINISTRATION, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, PROGRAM PLANNING, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS
THIS GUIDE WAS PREPARED TO ASSIST ADMINISTRATORS AND DIRECTORS OF TRAINING IN PLANNING AND OPERATING PROGRAMS TO TRAIN OR UPGRADE PERSONNEL IN GENERAL HOUSEHOLD SERVICE OCCUPATIONS AND SPECIAL AREAS. TOPICS COVER (1) PURPOSE OF THE TRAINING PROGRAM, (2) PLANNING THE PROGRAM, WHICH INCLUDES ESTABLISHING THE NEED, PROGRAM OBJECTIVES, AND ADVISORY COMMITTEE, (3) DEVELOPING THE PROGRAM, WHICH DISCUSSES ORGANIZATIONAL PATTERNS, PROGRAM STAFFING, TRAINING FACILITIES, AND WORK EXPERIENCE, (4) COURSE CONTENT AND SUGGESTED COURSE OUTLINE, AND (5) OPERATION OF THE PROGRAM, WHICH DISCUSSES PUBLICIZING THE PROGRAM, ARRANGING SUPPORTIVE SERVICE FOR TRAINEES, PROVIDING PRESERVICE AND INSERVICE EDUCATION FOR PROGRAM STAFF, COMPLETION CERTIFICATES, AND EVALUATION, PLACEMENT, AND FOLLOWUP. A BIBLIOGRAPHY, A LISTING OF VISUAL AIDS, AND SOURCES OF INFORMATION, MATERIALS, AND VISUAL AIDS ARE INCLUDED. SEVERAL MATERIALS FOR USE IN DEVELOPING AND CONDUCTING A TRAINING PROGRAM ARE APPENDED. (SB)
ERIC: ED056183 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (HE 5.287 87058, $.60)

2188 HOUSEHOLD HINTS FOR THE WORKING WOMAN WITH OR WITHOUT CHILDREN. 74
DATA ASSOCIATES, FRAMINGHAM, MASS.
NOTES: 75P.
CONSUMER EDUCATION, CONSUMER SCIENCE, FAMILY MANAGEMENT, HOMEMAKING SKILLS, HOME MANAGEMENT, MONEY MANAGEMENT, SELF ACTUALIZATION, SKILL DEVELOPMENT, VOCATIONAL ADJUSTMENT, WORKING PARENTS, WORKING WOMEN
THE PURPOSE OF THE REPORT IS THE PRESENTATION OF IDEAS AND INFORMATION TO HELP THE WORKING WOMAN SAVE TIME, EFFORT, AND MONEY. CHAPTER ONE OFFERS SUGGESTIONS FOR CHILD CARE ARRANGEMENTS SUCH AS BABYSITTERS, TRANSPORTATION NEEDS, AND THE POSSIBILITIES FOR HOME EMPLOYMENT. CHAPTER TWO INCLUDES SHOPPING AND SPECIFIC MANAGEMENT TIPS FOR BOTH CLOTHING AND FOOD. CHAPTER THREE PRESENTS HINTS FOR DEALING WITH LAUNDRY PROBLEMS, WHILE CHAPTER FOUR DEALS WITH HOUSEWORK, OFFERING RECOMMENDATIONS REGARDING CLEANING MATERIALS AND METHODS, GETTING YOUR HOUSE IN ORDER, MAKING THE MOST OF SPACE, EASING CLEANING CHORES AND MAJOR CLEANING JOBS. A STAIN REMOVAL SUPPLEMENT AND GENERAL INDEX COMPLETE THIS HOW-TO MANUAL FOR THE WORKING WOMAN. (MW)
ERIC: ED095386 DATA ASSOCIATES, P.O. BOX 882, FRAMINGHAM, MASSACHUSETTS 01701 ($4.95)

2189 HOUSEHOLDS ELIGIBLE FOR A NATIONAL FARMWORKER PROGRAM UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973. FEB 76
ROWE, GENE:SMITH, LESLIE WHITENER
ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C.
NOTES: 38P.
AGRICULTURAL LABORERS, CAUCASIANS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT STATISTICS, ETHNIC GROUPS, FAMILY (SOCIOLOGICAL UNIT), FAMILY INCOME, FARM LABOR, MIGRANT WORKERS, NATIONAL PROGRAMS, NEGROES, SEASONAL LABORERS, SPANISH AMERICANS, TABLES (DATA), WAGES, CETA , COMPREHENSIVE EMPLOYMENT AND TRAINING ACT
THE REPORT CONTAINS DATA PERTAINING TO THE NUMBER AND DISTRIBUTION OF U.S. FARM

(CONT.)
2109 WAGEWORKERS AND THEIR DEPENDENTS WHO WERE ELIGIBLE IN 1973 FOR THE NATIONAL FARMWORKER PROGRAM UNDER THE 1973 COMPREHENSIVE EMPLOYMENT AND TRAINING ACTS (CETA) TITLE III, SECTION 303 (A). INFORMATION IS GIVEN BY MIGRATORY STATUS, ETHNIC GROUP, EARNING, AND REGION. DATA WERE OBTAINED FROM THE ANNUAL HIRED FARM WORKING FORCE SURVEY CONDUCTED FOR THE ECONOMIC RESEARCH SERVICE BY THE BUREAU OF THE CENSUS AS A SUPPLEMENTARY PART OF ITS REGULAR CURRENT POPULATION SURVEY MADE IN DECEMBER 1973. IN 1973, THERE WERE 169,000 FARM WAGEWORKERS ELIGIBLE FOR THE CETA PROGRAM. THESE WORKERS, REPRESENTING 6 PERCENT OF THE TOTAL 2.7 MILLION FARM WAGEWORKERS, RESIDED IN 122,000 HOUSEHOLDS (1.4 FARMWORKERS PER HOUSEHOLD). FARMWORKERS HAD 151,000 PERSONS UNDER 18 YEARS OF AGE IN THEIR HOUSEHOLDS (1.6 PER HOUSEHOLD) ALSO ELIGIBLE FOR THE PROGRAM. APPROXIMATELY 14,000 ELIGIBLE FARMWORKERS LIVED IN MIGRATORY HOUSEHOLDS AND 155,000 LIVED IN NONMIGRATORY HOUSEHOLDS. FORTY-SEVEN PERCENT OF THE ELIGIBLE FARMWORKERS WERE WHITE, 17 PERCENT SPANISH AMERICAN, AND 36 PERCENT BLACK AND OTHER. EIGHTY-NINE PERCENT OF THE ELIGIBLE FARMWORKERS LIVED IN HOUSEHOLDS WHERE THE COMBINED ANNUAL EARNINGS OF MEMBERS WERE LESS THAN $5,000. MOST OF THESE WERE LOCATED IN THE SOUTH--109,000 OR 72 PERCENT. (AUTHOR/NQ)
ERIC: ED119924

2110 HOUSEKEEPING CAREERS--A NEW FRONTIER. 73
BOWEN, UVELIA S. A.
NOTES: 72P.
EDUCATIONAL EQUIPMENT, EDUCATIONAL FACILITIES, EDUCATIONAL PROGRAMS, FINANCIAL SUPPORT, JOB DEVELOPMENT, JOB TRAINING, MATERIAL DEVELOPMENT, MODELS, ORGANIZATION, PRIVATE SCHOOLS, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM PLANNING, SERVICE OCCUPATIONS, SERVICE WORKERS, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS, HEART, HOUSEHOLD EMPLOYMENT ASSN REEVALUATION TRAINING, HOUSEHOLD OCCUPATIONS
THE HOUSEHOLD EMPLOYMENT ASSOCIATION FOR REEVALUATION AND TRAINING (HEART) HAS ESTABLISHED AN AGENCY TO UPGRADE THE STATUS OF HOUSEHOLD EMPLOYMENT. THE ORGANIZATIONAL METHODS AND PROCEDURES THE FOUNDERS UTILIZED ARE PROVIDED IN THE FORM OF CONDENSED MINUTES OF THE ASSOCIATIONS ADVISORY COUNCIL AND BOARD OF DIRECTORS. INSTRUCTIONS ARE PRESENTED FOR THE SELECTION AND EQUIPMENT OF SUITABLE FACILITIES FOR A TRAINING CENTER, ILLUSTRATED BY ACCOUNTS OF THE TRANSFORMATION OF A SLUM BROWNSTONE INTO THE ASSOCIATIONS TRAINING CENTER. AN OVERVIEW IS GIVEN OF THE ASSOCIATIONS COMPREHENSIVE TRAINING PROGRAM. OUTLINES ARE PROVIDED FOR USE IN PREPARING PROPOSALS REQUESTING FUNDS, OPERATING IN-STAFF TRAINING SESSIONS, AND DEVELOPING OPERATIONAL TOOLS SUCH AS TRAINING MANUALS. NOW LICENSED AS A PRIVATE TRADE SCHOOL, THE HEART FACILITY IS ALSO BEING UTILIZED AS A NATIONAL TRAINING CENTER FOR THOSE INTERESTED IN DEVELOPING SIMILAR PROGRAMS, AND INFORMATION IS OFFERED ON THIS FUNCTION OF THE ASSOCIATION. THE PROJECT DIRECTORS REPORT OF A FEASIBILITY STUDY AND AN OUTLINE OF THE STUDYS DESIGN ARE INCLUDED AS MODELS, WITH TEN PAGES OF FORMS USED IN THE STUDY. (AJ)
ERIC: ED097430 UVELIA S. A. BOWEN, 441 EAST VERNON ROAD, PHILADELPHIA, PENNSYLVANIA 19119 ($3.00)

2111 HOUSTONS OUT-OF-SCHOOL NEIGHBORHOOD YOUTH CORPS A COMPARATIVE OBSERVATIONAL STUDY OF THE NYCS IMPACT ON THE WORK ATTITUDES AND JOB FUTURES OF POVERTY YOUTHS. OCT 68
HARWOOD, EDWIN;OLASOV, ROBERT
RICE UNIV., HOUSTON, TEX. DEPT. OF ANTHROPOLOGY AND SOCIOLOGY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 299P.
DISADVANTAGED YOUTH, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OUT OF SCHOOL YOUTH, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, RESEARCH NEEDS, NEIGHBORHOOD YOUTH CORPS
TO EVALUATE THE EFFECT OF THREE HOUSTON NEIGHBORHOOD YOUTH CORPS (NYC) OUT-OF SCHOOL PROGRAMS ON WORK ATTITUDES AND JOB FUTURES OF POVERTY YOUTH AS WELL AS TO PROVIDE RECOMMENDATIONS FOR PROGRAM IMPROVEMENT, STATISTICAL DATA WERE GATHERED FROM NYC SPONSORS REPORTS AND FROM THE TRAINEES PERSONAL FOLDERS. THE ACCURACY OF THE DATA IS LIMITED BECAUSE IT WAS NOT ALWAYS KNOWN HOW THE SPONSORS COMPILED THE DATA, AND THERE WERE SOME INFORMATIONAL GAPS IN THE TRAINEES FOLDERS. SOME MAJOR FINDINGS WERE (1) FEW MALES ARE IN THE PROGRAM BECAUSE THEY CAN EARN MORE MONEY IN UNSKILLED AND SEMI-SKILLED JOBS, (2) MORE FEMALES ARE IN THE PROGRAMS BECAUSE THEY CANNOT COMPETE AS WELL FOR THE BETTER PAYING SEMI-SKILLED JOBS, (3) REMEDIAL EDUCATION HAS BEEN A FAILURE, (4) THE AGENCIES THAT NEED TRAINEE LABOR THE MOST ARE OFTEN THE LEAST ABLE TO HIRE AND PAY THE LOWEST WAGES, AND (5) THE SPONSOR FACES A SERIOUS DILEMMA IN THE CASE OF THOSE GIRLS WHO ARE OF LOW-LEVEL INTELLIGENCE, UNMOTIVATED, OR EXCEPTIONALLY DEFICIENT IN EDUCATION. RECOMMENDATIONS WERE MADE FOR WORK STATIONS, COUNSELOR CASELOADS, TRAINEE ENROLLMENT, COUNSELING TECHNIQUES, RESTRICTIONS ON MALE EMPLOYMENT, TRAINING COURSES FOR FEMALES, AND FINANCIAL REWARDS AND BONUSES. (SB)
ERIC: ED054303 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-184978, MF $.95, SEE CATALOG FOR HARD COPY PRICE)

2112 HOUSTONS SURFEIT OF JOB SEEKERS 1976
BUSINESS WEEK, NO.2446, AUG 23, 1976, P. 19.
ECONOMIC FORECAST, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT, GOVERNMENT REGULATION, LABOR MARKET, PETROLEUM INDUSTRY, RECESSION, UNEMPLOYMENT
DURING THE DEPTHS OF THE RECESSION UNEMPLOYMENT IN HOUSTON REMAINED BELOW NATIONAL LEVELS BUT NOW IS STAGNANT WHILE CONDITIONS IMPROVE ELSEWHERE. HOUSTONS PROBLEMS ARE CAUSED BOTH BY A SURPLUS OF JOB HUNTERS ATTRACTED TO THE CITYS AMMENITIES AND SOFTNESS IN THE CHEMICAL AND PETROLEUM INDUSTRIES. BUT THE LOCAL ECONOMY SHOWS SIGNS OF FUTURE IMPROVEMENT, AND JOBS SHOULD BECOME MORE PLENTIFUL.
MGMT: BWE76H0019-1

2113 HOW ABOUT A CHECK-UP ON YOUR JOB-SEARCH CAMPAIGN. ARE YOU IN GOOD SHAPE 74
CHARLES ALLEN PROSSER VOCATIONAL CENTER, NEW ALBANY, IND. INDIANA STATE BOARD OF VOCATIONAL AND TECHNICAL EDUCATION, INDIANAPOLIS.
NOTES: 37P.
JOB APPLICANTS, JOB APPLICATION, VOCATIONAL COUNSELING, EMPLOYMENT INTERVIEWS, EMPLOYMENT POTENTIAL, STUDENT PERSONNEL SERVICES, GUIDELINES, GUIDES
THIS HANDBOOK PRESENTS GUIDELINES FOR SUCCESSFUL JOBSEEKING. INFORMATION IS PRESENTED TO AID THE JOB APPLICANT IN DEVELOPING SKILLS THAT WILL INCREASE THE CHANCES OF FINDING THE JOB OF HIS OR HER CHOICE. TOPICS COVERED INCLUDE SOURCES OF EMPLOYMENT INFORMATION: RESUME WRITING: GROOMING: JOB INTERVIEWS: FORMS: PREDICTING JOB SUCCESS: AND CHANGING JOBS. (NJ)
AIM/ARM: VT102431

2114 HOW CAN I TELL IF I AM A MALE CHAUVINIST 1976
MCCALL, S.: COSTELLO, J.: HAIR, G.: PRYOR, M.G.
SOUTHERN MARKETING ASSOCIATION, PROCEEDINGS OF CONFERENCE, OCT 1976, P. 142-143.
CAREER DEVELOPMENT, DISCRIMINATION, EDUCATION, EMPLOYMENT POLICY, GOVERNMENT POLICY, HIRING, HUMAN RESOURCE DEVELOPMENT, WOMEN IN BUSINESS
DIMENSIONS OF ATTITUDE TOWARD MALE CHAUVINISM AND DEGREE OF AWARENESS IS MEASURED AT A WORKSHOP-SYMPOSIUM REVEALING FEWER RESTRICTIONS ON WOMEN IN CAREERS, BUT SEX DISCRIMINATION IS REVEALED IN ADMINISTRATIVE JOBS, PERSONNEL DEPARTMENTS AND CLASSROOMS. ISOLATION WORKS IN FAVOR OF SUSTAINING CHAUVINIST ATTITUDES.
MGMT: SMA76JP142

2115 HOW CANADIAN EMPLOYERS DISCRIMINATE AGAINST MINORITY WORKERS F 72
JAIN, HARISH C.
CANADIAN VOCATIONAL JOURNAL:8:3:2-5,27
DISCRIMINATORY ATTITUDES (SOCIAL), EDUCATIONAL DISADVANTAGEMENT, EDUCATIONAL TESTING, EMPLOYER ATTITUDES, EMPLOYMENT PRACTICES, EMPLOYMENT QUALIFICATIONS, MINORITY GROUPS, PSYCHOLOGICAL TESTING, TEST BIAS, CANADIANS
THE FOCUS OF THIS ARTICLE IS ON DISCRIMINATION IN THE USE OF EDUCATIONAL AND PSYCHOLOGICAL TESTS REQUIREMENTS IN THE HIRING OF MINORITY GROUPS. (AUTHOR/AG)
ERIC: EJ067995

2116 HOW CAREER CHOICES ARE MADE. SEP 75
WEINRACH, STEPHEN G., ED.
NOTES: 394P.
ANTHOLOGIES, CAREER CHOICE, CAREER EDUCATION, CAREER PLANNING, COLLEGE BOUND STUDENTS, COUNSELOR ROLE, DISADVANTAGED GROUPS, EDUCATIONAL THEORIES, EMPLOYMENT SERVICES, FEMALES, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, TESTING, TESTS, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, HOLLAND OCCUPATIONAL CLASSIFICATION
THE ANTHOLOGY ON HOW CAREER CHOICES ARE MADE CONTAINS FOUR SECTIONS. THE FIRST, THE COUNSELOR, COUNSELING, AND SOCIETY--HOW DO THEY ALL FIT TOGETHER CONTAINS SIX SELECTIONS WHICH DISCUSS WORK SITUATIONS AND SELECTED ASPECTS OF VOCATIONAL GUIDANCE AND COUNSELING. SECTION 2, THEORY CONCEPTS AND APPLICATIONS, IS DIVIDED INTO TWO PARTS ONE ON STRUCTURAL THEORIES WHICH CONTAINS FIVE SELECTIONS ON THE HOLLAND OCCUPATIONAL CLASSIFICATION AND OTHER ASPECTS OF VOCATIONAL COUNSELING, AND THE OTHER ON PROCESS THEORY WHICH CONTAINS 12 SELECTIONS ON VOCATIONAL DEVELOPMENT, OCCUPATIONAL CHOICE, AND VOCATIONAL GUIDANCE AND COUNSELING. SECTION 3, CLIENT GROUPS REQUIRING DIFFERENTIAL TREATMENT, CONTAINS FIVE SELECTIONS ON THE SPECIAL REQUIREMENTS FOR COUNSELING WOMEN, THE DISADVANTAGED, AND COLLEGE BOUND YOUTH. SECTION 4, OCCUPATIONAL INFORMATION, CONTAINS FIVE SELECTIONS DEALING WITH CLIENT INFORMATION, THE EMPLOYMENT SERVICE, AND COUNSELING OCCUPATIONS. NINE APPENDIXES INCLUDE SUPPLEMENTARY EDUCATIONAL MATERIALS RELATING TO CHOOSING CAREERS. (JR)
ERIC: ED117544 MSS INFORMATION CORPORATION, 655 MADISON AVENUE, NEW YORK, NEW YORK 10021 (PAPERBOUND $10.00, CLOTHBOUND $16.00)

2117 HOW DENVER GOT A HEAD START ON CETA (COMPREHENSIVE EMPLOYMENT AND TRAINING ACT) MAY 74
SHIMONKEVITZ, RUTH
MANPOWER:6:5:2-8
MANPOWER DEVELOPMENT, HUMAN SERVICES, PROGRAM ADMINISTRATION, EMPLOYMENT PROGRAMS, MANPOWER NEEDS, MANPOWER UTILIZATION, SERVICES, SYSTEMS DEVELOPMENT, PROGRAM PLANNING, MANPOWER PROGRAMS
THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACTS EFFORTS TO COORDINATE MANPOWER PROGRMAS AT THE LOCAL LEVEL IS CURRENTLY CAUSING A BIG RUSH TO SET UP MECHANISMS TO OPERATE A MANPOWER SERVICES SYSTEM. DENVER, HOWEVER, STARTED IN MID-1973 REORGANIZING A BEWILDERING VARIETY OF CATEGORICAL MANPOWER PROGRAMS ALONG FUNCTIONAL LINES. (DS)
ERIC: EJ097460

2118 HOW DISADVANTAGED STUDENTS RESPOND TO WORK EXPERIENCE PROGRAMS APR 71
ARCHER, B. B.
AGRICULTURAL EDUCATION MAGAZINE:43:10:246-247
ACADEMICALLY HANDICAPPED, AGRICULTURAL EDUCATION, COOPERATIVE PROGRAMS, DISADVANTAGED YOUTH, JOB TRAINING, SECONDARY SCHOOL STUDENTS, SECONDARY SCHOOLS, WORK EXPERIENCE PROGRAMS
A STUDY RELATING AGRICULTURAL WORK EXPERIENCE PROGRAMS TO THE PERFORMANCE OF ACADEMICALLY HANDICAPPED YOUTH PRESENTS THE POSITIVE RESULTS AND THE PROBLEMS OF THE PROGRAM ALONG WITH IMPLICATIONS FOR PLANNING AND CONDUCTING FUTURE PROGRAMS. (MU)
ERIC: EJ035586

2119 HOW DO UI BENEFITS AFFECT THE BENEFIT UTILIZATION RATE 1977
KINGSTON, J.L.; BURGESS, P.L.
INDUSTRIAL RELATIONS, VOL.16, NO.1, FEB 1977, P. 15-25.
ECONOMICS, INSURANCE, MODELING, UNEMPLOYMENT, UNEMPLOYMENT BENEFITS
DEVELOPS A JOB SEARCH MODEL FRAMEWORK FOR DETERMINING THE INFLUENCE OF UNEMPLOYMENT INSURANCE BENEFITS ON JOB SEARCH STRATEGIES AND THE ACTUAL UTILIZATION OF BENEFITS.
MGMT: IDR7730015

2120 HOW DOL HELPS HANDICAPPED WORKERS MAY 77
WADLOW, EMILY
WORKLIFE:2:5:7-13
PHYSICALLY HANDICAPPED, MANPOWER UTILIZATION, FEDERAL PROGRAMS, VOCATIONAL REHABILITATION, MANPOWER DEVELOPMENT, FEDERAL LEGISLATION
GIVES EXAMPLES OF HOW VARIOUS DEPARTMENT OF LABOR PROGRAMS PROVIDE AID TO THE EMPLOYABLE HANDICAPPED. (LAS)
ERIC: EJ161767

2121 HOW EFFECTIVE HAS AFFIRMATIVE ACTION LEGISLATION BEEN 1977
BARON, A.S.; REEVES, E.T.
THE PERSONNEL ADMINISTRATOR, VOL.22, NO.1, JAN 1977, P. 47-49.
AFFIRMATIVE ACTION, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, SOCIAL CHANGE, SURVEY, WOMEN IN BUSINESS
EXAMINES THE RESULTS OF A SURVEY OF WOMEN IN MANAGEMENT ON THE EFFECTS OF AFFIRMATIVE ACTION LEGISLATION ON THEIR CAREERS AND FINDS THAT THE PERCEIVED EFFECTS ARE DIRECTLY RELATED TO THE AGE OF THE RESPONDENTS.
MGMT: PAD77A0047

2122 HOW EMPLOYERS SCREEN DISADVANTAGED JOB APPLICANTS SEP 72
HAMILTON, GLORIA SHAW;ROESSNER, J. DAVID
MONTHLY LABOR REVIEW:95:9:14-21
ADULT VOCATIONAL EDUCATION, CULTURALLY DISADVANTAGED, EMPLOYERS, EMPLOYMENT PRACTICES, EMPLOYMENT PROGRAMS, EMPLOYMENT QUALIFICATIONS, FEDERAL PROGRAMS, STATISTICAL ANALYSIS, WELFARE RECIPIENTS
ANALYZES THE HIRING PRACTICES OF A SAMPLE OF EMPLOYERS PARTICIPATING IN THE WORK INCENTIVE PROGRAM. (BH)
ERIC: EJ063143

2123 HOW FINNS ARE COPING WITH RECESSION 1976
SIMMONS, M.
THE DIRECTOR, VOL.28, NO.11, MAY 1976, P. 96-97.
ECONOMIC TRENDS, ECONOMICS, FINLAND, RECESSION, UNEMPLOYMENT
AN INTERVIEW WITH FOUR LEADING BUSINESS-PERSONS FROM FINLAND. THE RECESSION HAS HAD AN ADVERSE EFFECT ON THE FINNISH ECONOMY.
MGMT: DIR76E0096

2124 HOW GOOD ARE GOVERNMENT STATISTICS 1977
ASSOCIATION MANAGEMENT, VOL.29, NO.1, JAN 1977, P. 36-39.
DATA COLLECTION, ECONOMICS, FORECASTING, INDEX, MEASUREMENT TECHNIQUES, PROFIT, QUANTITATIVE METHODS, STATISTICS, UNEMPLOYMENT
EXAMINES THE ACCURACY, MEANING AND NECESSITY OF THE FIGURES COMPILED BY GOVERNMENT AND REGARDED AS INDICATORS OF FUTURE ECONOMIC CONDITIONS.
MGMT: ASM77A0036

2125 HOW JAMESTOWN AVERTED ECONOMIC DISASTER 1975
BUSINESS WEEK, NO.2390, JULY 21, 1975, P. 66B-66H.
INDUSTRIAL RELATIONS, LABOR FORCE, LABOR MANAGEMENT, MANAGEMENT, PRODUCTIVITY, UNEMPLOYMENT, UNIONS
TO STOP THE EXODUS OF COMPANIES, JAMESTOWN, N.Y., KNOWN AS A BAD LABOR TOWN, SET UP THE JAMESTOWN LABOR-MANAGEMENT COMMITTEE WHICH OPENED COMMUNICATIONS, SPONSORED TRAINING PROGRAMS, AND ENCOURAGED WORK EXPERIMENTS.
MGMT: BWE75G2166-2

2126 HOW LONG WILL GOOD TIMES LAST 1976
ROSEN, G.R.
DUNS REVIEW, VOL.108, NO.3, SEPT 1976, P. 45-48.
CAPACITY UTILIZATION, CAPITAL EXPENDITURE, CAPITAL GOODS, ECONOMIC FORECAST, ECONOMIC GROWTH, ECONOMIC RECOVERY, ECONOMICS, GNP, HOUSING, INFLATION, PRODUCTIVITY, PROFIT ANALYSIS, UNEMPLOYMENT
ALMOST ALL ECONOMISTS FEEL 1977 WILL BE A BANNER YEAR, PREDICTING 5% ECONOMIC GROWTH, INFLATION 6.7%, UNEMPLOYMENT 6.5%, CORPORATE PRE-TAX PROFIT 17% RISE. EARNINGS WOULD TOP THE $154 BILLION RECORD LIKELY IN 1976, GOING TO $180 BILLION.
MGMT: DUN76I0045

2127 HOW MANY DAYS MAKE A WORKWEEK 1975
HEDGES, J.N.
MONTHLY LABOR REVIEW, VOL.98, NO.4, APRIL 1975, P. 29-36.
ABSENTEEISM, AUTOMOBILE INDUSTRY, BLUE COLLAR WORKER, COLLECTIVE BARGAINING, ECONOMICS, FATIGUE, FLEXIBLE SCHEDULE, MORALE, PRODUCTIVITY, TURNOVER, WHITE COLLAR WORKER, WORKING CONDITIONS

(CONT.)
2127 STUDY OF THE FIGURES ON THE LENGTH OF THE WORKWEEK REVEALS A DECLINE IN THE MOVEMENT TO THE FOUR DAY WEEK.
MGMT: UML7500029

2128 HOW MANY HOURS IN YOUR DAY 1977
SIDDALL, D.R.
CANADIAN BUSINESS MAGAZINE, VOL.50, NO.2, FEB 1977, P. 48, 50, 52.
ABSENTEEISM, COMMUNICATION IN ORGANIZATIONS, FLEXIBLE SCHEDULE, INDUSTRIAL RELATIONS, JOB SATISFACTION, MANAGEMENT, PRODUCTIVITY
FLEXIBLE WORKING HOURS USUALLY INCREASE PRODUCTIVITY BECAUSE WORKERS FEEL INCREASED RESPONSIBILITY AND MOTIVATION, AND ABSENTEEISM IS REDUCED. A MAJOR DRAWBACK IS IN COMMUNICATIONS, SINCE EMPLOYEES MAY NOT BE AVAILABLE AT ALL TIMES. COVERAGE PROBLEMS-THE OFFICE BEING EMPTY ON FRIDAY AFTERNOONS-CAN BE REDUCED BY APPROPRIATE RESTRICTIONS ON FLEXIBILITY.
MGMT: CBM7700048

2129 HOW MANY WORKERS ENJOY DISCRETION ON THE JOB 1975
BROWN, J.S.
INDUSTRIAL RELATIONS, VOL.14, NO.2, MAY 1975, P. 196-202.
DECISION MAKING, DISCRIMINATION, EDUCATION, INDUSTRIAL RELATIONS, JOB ENRICHMENT, JOB SATISFACTION, SUPERVISION, WOMEN
STUDY EXAMINES THE AMOUNT OF DISCRETION AVAILABLE IN VARIOUS OCCUPATIONS THROUGHOUT THE ECONOMY AND HOW THESE OCCUPATIONS ARE DISTRIBUTED THROUGHOUT THE POPULATION.
MGMT: IDR7540196

2130 HOW ONE COMPANY MANAGES ITS HUMAN RESOURCES 1976
BRIGHT, W.E.
HARVARD BUSINESS REVIEW, VOL.54, NO.1, JAN-FEB 1976, P. 81-93.
AGE BIAS, CAREER DEVELOPMENT, EMPLOYEE FORECASTING, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT INFORMATION SYSTEMS, ORGANIZATION PLANNING, ORGANIZATION STRUCTURE, PERSONNEL MANAGEMENT, PLANNING
UNION OIL COMPANYS HUMAN RESOURCE PLANNING SYSTEM. DETAILS ON HOW IT WORKS, PROBLEM AREAS AND BENEFITS. FIVE ELEMENTS TO SYSTEM: EMPLOYEE INFORMATION GATHERING, KEEPING INFORMATION UP TO DATE, MANPOWER FORECAST CAREER DEVELOPMENT, ORGANIZE ALL INTO COMPANY NEEDS.
MGMT: HBR76A0051

2131 HOW OPEC HAS WORSENED U.S. ECONOMIC WOES 1975
BUSINESS WEEK, NO.2402, OCT 13, 1975, P. 34-35.
COST OF LIVING, ECONOMETRICS, ECONOMIC FORECAST, ECONOMIC RECOVERY, ECONOMICS, INFLATION, OIL, OPEC, PRICE, UNEMPLOYMENT
THE IMPACT OF OPECS 10% OIL PRICE INCREASE ON THE U.S. ECONOMIC RECOVERY WAS ANALYZED BY DATA RESOURCES, INC.S ECONOMETRIC MODEL. THE PRICE HIKES OF 1973 AND 1974 REDUCED REAL GROWTH IN 1974 AND HAD A SEVERE EFFECT ON EMPLOYMENT, BUT THE LATEST HIKE SHOULD NOT TOPPLE THE RECOVERY.
MGMT: BWE75J1334-2

2132 HOW PRE-RETIREMENT PLANNING WORKS. MAY 70
DRAKE UNIV., DES MOINES, IOWA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS-MK
NOTES: 238P.
ADJUSTMENT (TO ENVIRONMENT), ADULT COUNSELING, CHANGING ATTITUDES, DEMONSTRATION PROGRAMS, DISCUSSION PROGRAMS, EMPLOYEE ATTITUDES, PLANNING, PROGRAM EVALUATION, RETIREMENT
THIS DEMONSTRATION PROJECT WAS DESIGNED TO DEVELOP AND EVALUATE A PRE-RETIREMENT PLANNING PROGRAM, AND TO TRAIN REPRESENTATIVES OF VARIOUS ORGANIZATIONS TO DEVELOP THEIR OWN PROGRAMS. THE SEVEN-SESSION PRE-RETIREMENT PROGRAM INVOLVED 1,329 PARTICIPANTS DURING ITS 3 YEARS OF OPERATION. THE PROGRAM WAS EVALUATED THROUGH PARTICIPANT EVALUATION, OBSERVATION OF BEHAVIOR CHANGES SUCH AS HAVING A WILL DRAWN OR CONSULTING A TRUST OFFICER, AND DETERMINATION OF CHANGES IN ATTITUDES AND ADJUSTMENTS. THE SECOND PHASE OF THE PROJECT, INVOLVING TRAINING IN PROGRAM DEVELOPMENT, WAS CARRIED OUT IN A 2-DAY SEMINAR-WORKSHOP HELD DURING THE PROJECTS THIRD YEAR OF OPERATION. AS A RESULT OF PROJECT ACTIVITIES, A GUIDE BOOK WAS DEVELOPED FOR EACH OF THE TWO PHASES. THE FINDINGS SHOW A POSITIVE CHANGE IN ADJUSTMENT TO RETIREMENT AMONG THE 50 TO 65 AGE GROUP, AS WELL AS AN INCREASED INVOLVEMENT IN ACTIVITIES TO PREPARE FOR RETIREMENT AMONG THOSE ATTENDING THE PROGRAM. (SH)
ERIC: ED052317

2133 HOW PRESIDENT FORD VIEWS THE SYSTEM 1975
FORTUNE, APRIL 1975, P. 80-81.
CORPORATE RESPONSIBILITY, ECONOMIC PLANNING, ECONOMICS, EEO, ENERGY, GOVERNMENT POLICY, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, MINORITIES, PUBLIC WELFARE, SOCIAL SECURITY, TECHNOLOGICAL CHANGE
EXCERPTS FROM AN INTERVIEW WITH PRESIDENT GERALD FORD ON HIS VIEW OF THE AMERICAN SYSTEM.
MGMT: FOR7500080

2134 HOW SHOULD HUMAN RELATIONS BE TAUGHT APR 72
SAPUTO, HELEN M.;GILL, NANCY L.
AMERICAN VOCATIONAL JOURNAL:47:4:38-39
CASE STUDIES (EDUCATION), EMPLOYEES, HUMAN RELATIONS, INTERPERSONAL RELATIONSHIP, LEARNING PROCESSES, MANAGEMENT, TEACHING METHODS, TEACHING TECHNIQUES, VOCATIONAL EDUCATION
THE BEST WAY TO PREPARE PROSPECTIVE EMPLOYEES TO GET ALONG WITH OTHERS ON THE JOB, IS A SEPARATE COURSE TAILORED TO THE INTERESTS OF THE STUDENTS IN THE CLASS--WITH CASE STUDIES TO ADD ZEST. (EDITOR/SB)
ERIC: EJ056241

2135 HOW THE AIR FORCE TRAINS ITS BIOMEDICAL EQUIPMENT TECHNICIANS DEC 76
RAYNOR, RICHARD R.
AMERICAN VOCATIONAL JOURNAL:51:9:47-48
MEDICAL LABORATORY ASSISTANTS, JOB TRAINING, MILITARY PERSONNEL, STUDENT CENTERED CURRICULUM, CURRICULUM DESIGN, PERFORMANCE BASED EDUCATION, SUBPROFESSIONALS, INSTRUMENTATION TECHNICIANS, POST SECONDARY EDUCATION, VOCATIONAL EDUCATION, AUTOINSTRUCTIONAL AIDS, INSTRUCTIONAL PROGRAMS, AIR FORCE, UNITED STATES
REPORTS ON THE U.S. AIR FORCE METHOD OF TRAINING BIOMEDICAL EQUIPMENT TECHNICIANS. THE 58 SELF-PACED MODULES THAT MAKE UP THE COURSE ARE RANDOMLY SEQUENCED TO REDUCE CAPITAL INVESTMENT IN TRAINING EQUIPMENT. OTHER USEFUL BITS OF INFORMATION FROM THE MILITARY ARE INCLUDED IN THIS ARTICLE. (EDITOR/MD)
ERIC: EJ151011

2136 HOW THE CHANGING AGE MIX CHANGES MARKETS 1976
BUSINESS WEEK, NO.2414, JAN 12, 1976, P. 74-78.
AGE, BUYING BEHAVIOR, CONSUMER MOTIVATION, CONSUMER PROFILE, DISTRIBUTION, ECONOMIC FORECAST, ECONOMICS, INCOME, LABOR FORCE, MARKET ANALYSIS, MARKET DEMAND, MARKETING, MARKETING STRATEGY, POPULATION, PRODUCT LINE, SPECIALIZATION
LABOR FORCE AND GOODS AND SERVICES MARKETS WILL BE AFFECTED BY THE CHANGE IN POPULATION MIX FROM 1975-1985, AND THE BULGE WILL BE IN PRE-MIDDLE AGE GROUP. THE LEVEL OF FAMILY INCOME WILL INCREASE, MORE WILL BE EMPLOYED, AND FAMILY UNIT WILL BE SMALLER.
MGMT: BWE76A1274

2137 HOW THE GOVERNMENT TIES YOUR HANDS IN EMPLOYEE RELATIONS OCT 76
ELLENTUCK, ELMER
TRAINING:13:10:78-82
FEDERAL LEGISLATION, LABOR LEGISLATION, EMPLOYMENT PRACTICES, EMPLOYER EMPLOYEE RELATIONSHIP, RETIREMENT, LABOR UNIONS, WAGES, VETERANS
GIVES HIGHLIGHTS OF STATUTES AND COURT AND ADMINISTRATIVE DECISIONS WHICH TELL COMPANY CHIEF EXECUTIVES WHAT THEIR ORGANIZATIONS CAN AND CANNOT DO IN THE ENTIRE GAMUT BETWEEN EMPLOYEE RECRUITMENT AND RETIREMENT. TOPICS COVER EQUAL JOB RIGHTS, WAGES AND HOURS, UNIONS, VETERANS RIGHTS, RETIREMENT, WAGE GARNISHMENT, AND EMPLOYEE SAFETY. (WL)
ERIC: EJ146004

2138 HOW THE TORONTO-DOMINIONS BANKLAB MAKES THE TRAINING OF ADMINISTRATION OFFICERS FASTER AND MORE EFFECTIVE MAY-JUN 71
CANADIAN TRAINING METHODS:4:2:10-1
EXPERIMENTAL TEACHING, JOB TRAINING, MANAGEMENT EDUCATION, TEAM TRAINING, TRAINING LABORATORIES, TRAINING OBJECTIVES, WORK EXPERIENCE PROGRAMS, BANKLAB
TORONTO-DOMINION BANK HAS INNOVATED A BANKLAB TO TRAIN FUTURE ADMINISTRATION OFFICERS. THE USE OF GRADED STEPS ALLOWS PAST TRAINEES TO TEACH NEW TRAINEES, THUS REINFORCING LEARNED KNOWLEDGE AND AIDING SOCIAL RELATIONSHIPS. TRAINING TIME IS CUT TO SIX MONTHS WITHOUT ANY DISRUPTION. (RR)
ERIC: EJ039843

2139 HOW TO AVOID DISCRIMINATION IN YOUR HELP WANTED ADS 1976
MASLIN, H.L.
SUPERVISORY MANAGEMENT, VOL.21, NO.2, FEB 1976, P. 2-5.
ADVERTISING, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, HIRING, MANAGEMENT, MINORITIES, WOMEN IN BUSINESS
IN ADVERTISING FOR EMPLOYMENT, AGE AND SEX DISCRIMINATION MUST BE OVERCOME TO INDICATE AN EQUAL OPPORTUNITY EMPLOYER. APPROVAL BY THE NEWSPAPER IN WHICH THE AD WILL BE PLACED AND BY THE LOCAL EQUAL EMPLOYMENT OPPORTUNITY COMMISSION CAN BE OBTAINED TO AVOID DISCRIMINATORY ADS.
MGMT: SPM7680032

2140 HOW TO BE A THUMBS-UP TRAINER MAY 74
SUESSMUTH, PATRICK
TRAINING IN BUSINESS AND INDUSTRY:11:5:32-3
SELF CONCEPT, TEACHING METHODS, INDUSTRIAL TRAINING, WRITING SKILLS, POSITIVE REINFORCEMENT, SELF ESTEEM, EVALUATION METHODS, TRAINING TECHNIQUES, TECHNICAL REPORTS, LANGUAGE ARTS
A FAMILIAR, REASONABLE, AND SUPERFICIALLY SUCCESSFUL LESSON IN REPORT-WRITING IS DESCRIBED (SMALL GROUPS OF STUDENTS EDIT EACH OTHERS REPORTS FOR RE-WRITING), ITS EFFECT ON THE STUDENT ANALYZED (DEMORALIZATION, LOSS OF CONFIDENCE, DEFENSIVENESS), AND AN ALTERNATIVE, POSITIVE LESSON SUGGESTED, IN WHICH HIGHLIGHTS ARE CIRCLED INSTEAD OF ERRORS. (AJ)
ERIC: EJ095817

2141 HOW TO BRIDGE FACT AND THEORY IN MANPOWER PLANNING 1976
ELBERT, N.F.; KEHOE, M.J.
PERSONNEL, VOL.53, NO.6, NOV/DEC 1976, P. 31-39.
DATA BASES, FORECASTING, MANAGEMENT, MARKOV CHAIN, PERSONNEL MANAGEMENT, PLANNING, PROBABILITY, STOCHASTIC MODEL
CHARTING MANPOWER MOVEMENTS IS PRESENTED IN A PLANNING MODEL WITH STOCHASTIC TECHNIQUES UTILIZING THE MARKOVIAN PROCESS. THE THREE AREAS INVESTIGATED ARE PROJECTION OF EMPLOYEES NECESSARY AFTER ATTRITION, TRACING CAREER PATHS AND INDIVIDUAL MOBILITY IN ORGANIZATIONS.
MGMT: PER76K0031

2142 HOW TO CREATE NEW JOBS AND CHECK INFLATION 1976
SIMON, W.E.
NATIONS BUSINESS, VOL.64, NO.4, APRIL 1976, P. 28-37.
CAPITAL INVESTMENTS, COMPETITION, CREDIT, DEBT, EARNINGS, ECONOMIC GROWTH, ECONOMICS, EXTERNAL ENVIRONMENT, FINANCE, FREE ENTERPRISE, GOVERNMENT REGULATION, INFLATION, INVESTMENT, JOB DEVELOPMENT, LABOR FORCE, PRODUCTIVITY, PROFIT, SAFETY, TAX REFORM, TECHNOLOGY, UTILITIES
CAPITAL INVESTMENT IS A KEY TO INDUSTRIAL PRODUCTIVITY, WHICH WILL CREATE JOBS AND STOP INFLATION. TO DO THIS, CONDITIONS MUST BE CREATED THAT MAKE SAVING AND INVESTING WORTHWHILE. THIS CALLS FOR UNDERSTANDING ECONOMIC FUNDAMENTALS, TAX REFORM, AND BALANCING THE BUDGET.
MGMT: NAB7600028

2143 HOW TO DEAL WITH THE NEW UNEMPLOYMENT 1976
GUZZARDI, W. JR.
FORTUNE, VOL.94, NO.4, OCT 1976, P. 132-135+.
CETA, ECONOMICS, GOVERNMENT PROGRAMS, JOB TRAINING, LABOR FORCE, MINIMUM WAGE, MINORITIES, PAYROLL, PRIVATE SECTOR, TAX, TRADE UNION, UNEMPLOYMENT, WOMEN
THE HUMPHREY-HAWKINS BILL, FULL EMPLOYMENT AND BALANCED GROWTH ACT OF 1976 IF PASSED WOULD GIVE EVERYONE A JOB OPPORTUNITY WITH THE GOVERNMENT THE LAST RESORT EMPLOYER. THE REALITY OF THE NATURE OF TODAYS UNEMPLOYMENT SHOULD BE FACED, THAT THE COMPOSITION OF LABOR FORCE, ATTITUDES ON WORK AND LACK OF HARDSHIP FOR JOBLESS DISCOURAGE JOB SEEKING.
MGMT: FOR76J0132

2144 HOW TO FIND THAT JOB FEB 71
MALONE, HAL
CANADIAN VOCATIONAL JOURNAL:7:1:18-19 29
EMPLOYMENT QUALIFICATIONS, JOB APPLICATION, MANPOWER DEVELOPMENT, OCCUPATIONAL INFORMATION, PROGRAM DESCRIPTIONS, CANADA
DESCRIBES A PROGRAM DESIGNED TO TEACH A METHOD FOR FINDING A JOB. (SB)
ERIC: EJ047155

2145 HOW TO FIND WORK FOR PEOPLE ON WELFARE 1977
BUSINESS WEEK, NO.2498, AUG 29, 1977, P. 30-32.
ECONOMICS, MINIMUM WAGE, PRIVATE SECTOR, PUBLIC SECTOR, PUBLIC WELFARE, UNEMPLOYMENT
WELFARE REFORM IS EMPHASIZING SUBSIDIES TO EMPLOYERS THAT WOULD ENCOURAGE ABOVE-MINIMUM-WAGE JOBS FOR THE UNEMPLOYED THUS GETING THEM OFF WELFARE.
MGMT: BWE77H2930-2

2146 HOW TO GET ALONG-AND AHEAD-IN THE OFFICE 1976
BUSINESS WEEK, NO.2424, MARCH 22, 1976, P. 107-110.
CAREER DEVELOPMENT, DECISION MAKING, LEADERSHIP, MANAGEMENT, MANAGEMENT THEORY, MIDDLE MANAGEMENT, MINORITIES IN BUSINESS, ORGANIZATION STRUCTURE, PERSONNEL MANAGEMENT, PROMOTION, WOMEN IN BUSINESS
MEN AND WOMEN EXECUTIVES MUST OBSERVE CERTAIN DOS AND DONTS TO GET AHEAD IN THE OFFICE, MOSTLY RELATING TO RELATIONSHIPS IN REGARD TO STATUS, AGGRESSIVE BEHAVIOR AND INITIATIVE. MANAGEMENTS ROLE FOR WOMEN IN BUSINESS IS ONE OF CLARIFICATION.
MGMT: BWE76C2247

2147 HOW TO GET STARTED ON EVALUATION A FIELD REPORT AND GUIDE FOR COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) PRIME SPONSORS SEP 77
MDC, INC., CHAPEL HILL, N.C.*EMPLOYMENT AND TRAINING ADMINISTRATION WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION AND RESEARCH.
CONTRACT NO. DL-82-37-71-47
NOTES: FINAL REPT. 143P
PROGRAM EVALUATION, EMPLOYMENT, SPECIALIZED TRAINING, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973, NTISLABPEE
THIS DOCUMENT IS AN INFORMAL, EASY-TO-READ GUIDE FOR CONDUCTING LIMITED EVALUATIONS OF LOCAL COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) PROGRAMS. IT WAS DESIGNED PRIMARILY FOR SMALL AND MEDIUM-SIZED CETA AGENCIES THAT DO NOT HAVE PROFESSIONAL EVALUATORS. ITS AIM IS TO HELP LOCAL CETA SPONSORS TO IMPROVE THEIR PROGRAMS.
NTIS: PB-274 050/4ST NTIS PRICES PC A07/MF A01

2148 HOW TO GO TO WORK WHEN YOUR HUSBAND IS AGAINST IT, YOUR CHILDREN ARENT OLD ENOUGH, AND THERES NOTHING YOU CAN DO ANYHOW. 72
SCHWARTZ, FELICE N.;AND OTHERS
NOTES: 350P.
ADULT CHARACTERISTICS, ADULT DEVELOPMENT, ADULT LEADERS, CAREER CHOICE, CAREER PLANNING,

(CONT.)

2148 EMPLOYER ATTITUDES, EMPLOYERS, EMPLOYMENT OPPORTUNITIES, FEMALES, JOB MARKET, MANPOWER NEEDS, OCCUPATIONAL ASPIRATION, OCCUPATIONAL INFORMATION, ORGANIZATIONAL DEVELOPMENT, PART TIME JOBS, PERSONNEL SELECTION, WORK ATTITUDES, WORKING HOURS, WORKING PARENTS, WORKING WOMEN

WRITTEN BOTH FOR THE COLLEGE-EDUCATED HOUSEWIFE WHO, THROUGH READING AND COMMUNITY WORK, HAS KEPT HER MIND ALERT AND WHO NOW SEEKS CHALLENGING EMPLOYMENT SUITABLE TO HER EDUCATION, AND FOR THE EMPLOYER WHO IS SEEKING DEDICATED, ENTHUSIASTIC PERSONNEL WITH GROWTH POTENTIAL, THE BOOK ENCOURAGES ADOPTION OF NEW EMPLOYMENT PATTERNS OF FLEXIBLE WORK SCHEDULING EMPHASIZING THE WORK TO BE DONE RATHER THAN THE HOURS TO BE FILLED. THE BOOK INSTRUCTS WOMEN IN ANALYZING THEIR STRENGTHS AND POTENTIAL, EXAMINES THE REALITIES OF WORKING, EXPLAINS THE IMPORTANCE OF A PROFESSIONAL ATTITUDE; IT HELPS WOMEN ASSESS THE JOB MARKET IN TERMS OF INTERESTS AND ABILITIES AND TO SELECT THE APPROPRIATE CAREER; AND IT OFFERS PRACTICAL ADVICE ON FINDING AND SECURING A SPECIFIC JOB. A GUIDE TO 52 OCCUPATIONS FROM ACCOUNTANT ACTUARY, AND ADVERTISER TO URBAN PLANNER, VOCATIONAL COUNSELOR, AND WRITER COMPRISES MORE THAN HALF THE BOOK. EACH OF THE OCCUPATIONS IS DESCRIBED, AND TRAINING AND EXPERIENCE REQUIREMENTS LISTED; EARNINGS, MANPOWER NEEDS, AND SPECIAL APTITUDES ARE DISCUSSED; THE PART-TIME POSSIBILITIES ARE EXPLORED, AN ADDRESS IS GIVEN FOR ADDITIONAL INFORMATION, AS WELL AS TITLES OF RECOMMENDED READING MATERIAL. (AJ)

ERIC: ED095273 SIMON AND SCHUSTER, ROCKEFELLER CENTER, 630 FIFTH AVENUE, NEW YORK, N. Y. 10020 ($2.95)

2149 HOW TO IMPROVE ADULT EDUCATION IN YOUR CHURCH. 72

APPS, JEROLD W.

NOTES: 110P.

ADULT CHARACTERISTICS, ADULT EDUCATION PROGRAMS, ADULT LEARNING, AUDIOVISUAL AIDS, CHURCHES, EDUCATIONAL OBJECTIVES, GUIDES, PROGRAM ADMINISTRATION, PROGRAM DEVELOPMENT, RESOURCE MATERIALS, TEACHING METHODS

WAYS IN WHICH A CHURCH CAN PLAN AND CARRY OUT AN ADULT EDUCATION PROGRAM ARE DISCUSSED IN THIS BOOK. CHAPTERS DEAL WITH (1) THE CHURCH AND ADULT EDUCATION; (2) PROBLEMS IN DEVELOPING CHURCH ADULT EDUCATION PROGRAMS--CONFUSED PRIORITIES, AVOIDANCE OF CONTROVERSY, DEPENDENCY, COMMUNICATION PROBLEMS, LACK OF MEANINGFUL STUDY, AND INADEQUATE RESOURCES, POORLY TRAINED PASTORS, AND LAY LEADERS; (3) THE ADULT LEARNER; (4) IMPORTANT ADULT EDUCATION BASICS--PURPOSE OF ADULT EDUCATION, POOR IMAGE, GUIDELINES FOR ADULT LEARNING; (5) DEVELOPING ADULT EDUCATION OBJECTIVES; (6) PROVIDING LEARNING OPPORTUNITIES (TEACHING METHODS); (7) LEARNING AS INQUIRY--FILMS AND FILMSTRIPS, FOLK MUSIC, RESOURCE PERSONS, PRINTED MATERIAL; (8) SOLVING PROBLEMS AND ACQUIRING CONTENT; (9) EVALUATING ADULT EDUCATION PROGRAMS; (10) DISCUSSING CONTROVERSIAL ISSUES; AND (11) SELECTING AND TRAINING VOLUNTEERS. (KM)

ERIC: ED076884 AUGSBURG PUBLISHING HOUSE, 426 SOUTH FIFTH STREET, MINNEAPOLIS, MINNESOTA 55415 ($2.95)

2150 HOW TO IMPROVE THE PERFORMANCE AND PRODUCTIVITY OF THE KNOWLEDGE WORKER 1977

MILLER, D.B.

ORGANIZATIONAL DYNAMICS, VOL.5, NO.3, WINTER 1977, P. 62.

CAREER DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, MANAGEMENT, PRODUCTIVITY, RESEARCH AND DEVELOPMENT, TECHNOLOGICAL CHANGE, WHITE COLLAR WORKER

IMPROVING THE QUALITY OF WORKING LIFE FOR ENGINEERS CAN BE DONE BY RAISING VALUE OF CONTINUED GROWTH AND LEARNING, PROVIDING A BETTER ENVIRONMENT FOR GROWTH, DEFINING PROFESSIONAL PRODUCTIVITY AND HELPING TO MAXIMIZE SELF-UNDERSTANDING.

MGMT: ORO77M0062

2151 HOW TO MAINTAIN A SOCIAL REINFORCEMENT PROGRAM. APR 72

ARKIN, RONALD;AND OTHERS

MENTEC CORP., LOS ANGELES, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 20P.

BEHAVIOR CHANGE, DISADVANTAGED GROUPS, FEEDBACK, PERSONNEL EVALUATION, SOCIAL REINFORCEMENT, SUPERVISORY TRAINING, OPERATION PATHFINDER

THIS MANUAL PRESENTS METHODOLOGY FOR MAINTAINING A SOCIAL REINFORCEMENT SYSTEM AFTER SUPERVISORS IN INDUSTRIAL ENVIRONMENTS HAVE BEEN TRAINED IN BEHAVIOR MODIFICATION THEORY AND APPLICATION. THE MAINTENANCE MANUAL DISCUSSES MONITORING, EVALUATION, AND INTEGRATION OF A COMPANYS EMPLOYEE PERFORMANCE SYSTEM WITH THE SOCIAL REINFORCEMENT SYSTEM APPLIED BY THE SUPERVISORS. THIS IS ONE OF FOUR MANUALS DESIGNED TO AID SUPERVISORS IN THE TRAINING OF DISADVANTAGED EMPLOYEE GROUPS. RELATED DOCUMENTS ARE AVAILABLE AS VT 018 031-018 035 IN THIS ISSUE. (MF)

ERIC: ED070839

2152 HOW TO MAKE $50,000 LESSON III OF LIVING SKILLS SERIES. 66

REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

CONTRACT NO. 11

DROPOUT PREVENTION, INCOME, OCCUPATIONAL GUIDANCE, PROGRAMMED MATERIAL, QUESTIONING TECHNIQUES, HIGH SCHOOL GRADUATES, HUMANITIES, INDIVIDUALIZED INSTRUCTION, SELF EVALUATION, SEQUENTIAL APPROACH, UNEMPLOYED, VOCATIONAL DEVELOPMENT, LIVING SKILLS SERIES, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA

THIS PROGRAMED BOOKLET IN A SERIES OF LIFE SKILLS LESSONS WAS DEVELOPED UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962 TO PROVIDE A SEQUENTIAL, INDIVIDUALIZED

(CONT.)
2152 APPROACH FOR LEARNING THIS FACT - TO MAKE GOOD MONEY AND STAY ON THE JOB, STAY IN SCHOOL. THIS DROPOUT-PREVENTION MESSAGE IS PRESENTED BY MEANS OF QUESTIONS DEALING WITH THE INDIVIDUALS EDUCATIONAL BACKGROUND, HIS LIFETIME INCOME POTENTIAL, AND RELATED STATISTICS ON UNEMPLOYMENT. ANSWERS ARE GIVEN FOR CHECKING THE QUESTIONS, AND SPACE IS PROVIDED FOR FILLING IN THE ANSWERS. DATA ARE PRESENTED CONCERNING THE INCOME POTENTIAL OF HIGH SCHOOL GRADUATES AS OPPOSED TO DROPOUTS. (AG)
AIM/ARM: VT100005 TRADE AND INDUSTRIAL EDUCATION, P.O. BOX 2847, UNIVERSITY, ALABAMA 35486 ($.50)

2153 HOW TO MANAGE A NEW EMPLOYEES PROBATIONARY PERIOD 1975
BORGMAN, R.G.
SUPERVISORY MANAGEMENT, VOL.20, NO.6, JUNE 1975, P. 26-29.
DECISION MAKING, EMPLOYEE RELATIONS, EMPLOYMENT POLICY, INDUSTRIAL RELATIONS, JOB PERFORMANCE, JOB SECURITY, MANAGEMENT, PERFORMANCE APPRAISAL, RECRUITMENT, TURNOVER, UNIONS
GUIDELINES FOR MANAGING PROBATIONARY PERIOD OF EMPLOYMENT INCLUDE GOOD ORIENTATION AND FOLLOWUP, PERFORMANCE APPRAISAL AND TRAINING, DECISION MAKING AND RECOGNITION.
MGMT: SPM75F0026

2154 HOW TO MINIMIZE LABOR COSTS DURING PEAK DEMAND PERIODS 1975
WALLACE, M.J. JR.; SPRUILL, M.L.
PERSONNEL, VOL.52, NO.4, JULY/AUG 1975, P. 61-67.
BREAK-EVEN ANALYSIS, COST BENEFIT ANALYSIS, ECONOMICS, EMPLOYEE FORECASTING, LABOR FORCE, MANAGEMENT, MODELING
THE USE OF A PEAK EMPLOYEE DEMAND MODEL TO DETERMINE COURSE OF MINIMAL LABOR COSTS BY FINDING BREAKEVEN POINTS ON THE COSTS OF HIRING OR RENTING ADDITIONAL EMPLOYEES.
MGMT: PER75G0061

2155 HOW TO PLAN A TRAINING CENTER MAR 74
JANUSZEWSKI, CHESTER S.
TRAINING IN BUSINESS AND INDUSTRY;11;3;21-2
ESTIMATED COSTS, FACILITY PLANNING, PHYSICAL DESIGN NEEDS, VOCATIONAL TRAINING CENTERS
TO AVOID UNDERSTATING NEEDS WHEN PLANNING A TRAINING CENTER, THE ARTICLE SUGGESTS A STEP-BY-STEP PROCEDURE FROM STUDYING THE NUMBER OF STUDENTS SERVED FOR THE PAST TWO YEARS TO ARRIVING AT A TOTAL DOLLAR ESTIMATE. (AG)
ERIC: EJ092370

2156 HOW TO PLAN MANPOWER 1977
VIVIAN, P.
MANAGEMENT TODAY, MARCH 1977, P. 70-73.
COMPUTER MODEL, FORECASTING, HUMAN RESOURCE ACCOUNTING, INDUSTRIAL RELATIONS, INFORMATION SYSTEMS, LAYOFF, MANAGEMENT, PERSONNEL MANAGEMENT, PLANNING
DESCRIBES METHODS OF LONG RANGE CORPORATE MANPOWER PLANNING USING A COMPUTER MODEL AS A NECESSARY ALTERNATIVE TO LAYOFFS AND PLANT CLOSURES WHICH CAUSE SERIOUS UNION AND GOVERNMENT OBJECTIONS.
MGMT: MTO77C0070

2157 HOW TO SUCCEED AT JOBS BY REALLY TRYING JAN 74
MASON, PHILIP
MANPOWER;6;1;2-10
DISADVANTAGED GROUPS, TRAINING TECHNIQUES, MANPOWER DEVELOPMENT, EMPLOYMENT PROGRAMS, MINORITY GROUPS, LABORERS, TRAINING, SUPERVISORS, RECRUITMENT, JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
A COMPREHENSIVE MANPOWER ADMINISTRATION FOR EMPLOYERS (PRODUCTION EMPLOYMENT OF THE DISADVANTAGED GUIDELINES FOR ACTION) MAKES USE OF EXAMPLES DRAWN FROM THE VARIED EXPERIENCES OF JOBS EMPLOYERS IN TRAINING DISADVANTAGED WORKERS. AN UNEXPECTED BONUS OF THE PROGRAM HAS BEEN THE IMPACT OF THEIR EXPERIENCES ON REGULAR HIRING, TRAINING AND PERSONNEL MANAGEMENT PRACTICES. (SA)
ERIC: EJ097385

2158 HOW TO TEACH SOMEONE OLD ENOUGH TO BE YOUR FATHER (OR MOTHER) DEC 76
WEAVER, DONNA RAE
AMERICAN VOCATIONAL JOURNAL;51;9;43,46
TEACHING TECHNIQUES, CLASSROOM TECHNIQUES, LEARNING CHARACTERISTICS, ADULT LEARNING, ADULT STUDENTS, VOCATIONAL EDUCATION, POST SECONDARY EDUCATION, ADULT EDUCATION
THE AUTHOR NOTES THAT METHODS FOR TEACHING ADULTS REQUIRE MORE THAN THOSE DESIGNED FOR HIGH SCHOOL CLASSES. AFTER BRIEFLY CHARACTERIZING THE ADULT LEARNER, SOME PRACTICAL ADVICE IS PRESENTED FOR TEACHERS ABOUT TO TAKE ON THESE NO NONSENSE, GOAL-ORIENTED LEARNERS. (EDITOR/HD) •
ERIC: EJ151009

2159 HOW TO TRAIN SUPERVISORS IN BEHAVIOR MODIFICATION. APR 72
ARKIN, RONALD;AND OTHERS
MENTEC CORP., LOS ANGELES, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 38P.
BEHAVIOR CHANGE, COMMUNICATION PROBLEMS, DISADVANTAGED GROUPS, SOCIAL REINFORCEMENT, SUPERVISORY TRAINING, TRAINING TECHNIQUES, OPERATION PATHFINDER

(CONT.)

2159 THIS IS A GUIDE FOR TRAINING SUPERVISORS IN THE THEORY AND APPLICATION OF BEHAVIOR MODIFICATION USING MATERIAL THAT HAS BEEN IMPLEMENTED SUCCESSFULLY FOR MANY YEARS IN COMPANIES THROUGHOUT THE COUNTRY. PROCEDURES FOR ORGANIZING AND CONDUCTING TRAINING SESSIONS IN A SUPERVISOR TRAINING PROGRAM ARE PRESENTED. THE MANUAL, ONE OF FOUR PREPARED TO AID SUPERVISORS IN TRAINING DISADVANTAGED EMPLOYEE GROUPS, IS DESIGNED FOR USE BY INDIVIDUALS WITH SOME BACKGROUND IN TEACHING OR TRAINING. RELATED DOCUMENTS ARE AVAILABLE AS VT 018 031-018 035 IN THIS ISSUE. (MF)
ERIC: ED078037

2160 HOW TO USE COMMUNITY RESOURCES (APPENDIX K OF THE FINAL REPORT).
INSTITUTE FOR PUBLIC AFFAIRS RESEARCH, INC., PORTLAND, OREG.
NOTES: 19P.; RELATED DOCUMENTS VT 103 150, VT 103 151, AND VT 103 061 THROUGH VT 103 066 IN THIS ISSUE.
COMMUNITY RESOURCES, CAREER EDUCATION, RESOURCE GUIDES, FIELD TRIPS, WORK EXPERIENCE PROGRAMS, PORTLAND, OREGON
THIS APPENDIX TO THE PROJECT CAREER EDUCATION K-10 FINAL REPORT OUTLINES RESOURCES AND PROCEDURES TO ENABLE TEACHERS TO UTILIZE COMMUNITY RESOURCE PEOPLE AND FACILITIES IN THE PORTLAND AREA. SUGGESTED COMMUNITY RESOURCE USES ARE CLASSROOM DISCUSSION LEADERS, AT-WORK DISCUSSION LEADERS, WORK EXPLORATION STATIONS, INDUSTRY/PLANT/OFFICE TOURS, OCCUPATIONAL FIELD TRIPS, AND COOPERATIVE WORK EXPERIENCE POSITIONS. INFORMATION INCLUDES A GENERAL DESCRIPTION OF THESE USES, GEOGRAPHIC AREA OF AVAILABILITY, GRADE LEVEL, STUDENT PARTICIPATION, AND REQUEST PROCEDURES. A REPRESENTATIVE LIST OF OCCUPATIONS BY GENERAL OCCUPATIONAL AREA IS INCLUDED ALONG WITH A CITIZENSHIP TOPICS LIST, AN OCCUPATIONAL FIELD TRIP LIST, AND A COOPERATIVE WORK EXPERIENCE LIST. (NJ)
AIM/ARM: VT103066

2161 HOW TO USE THE OCCUPATIONAL OUTLOOK HANDBOOK   WIN 75
OCCUPATIONAL OUTLOOK QUARTERLY;19;4;17-22
OCCUPATIONAL INFORMATION, OCCUPATIONAL GUIDANCE, GUIDELINES, INFORMATION UTILIZATION, REFERENCE BOOKS, EMPLOYMENT OPPORTUNITIES, CAREER PLANNING, OCCUPATIONAL OUTLOOK HANDBOOK, BUREAU OF LABOR STATISTICS
ERIC: EJ128978

2162 HOW TO WITH P.I.: A SYSTEMATIC APPROACH TO THE USE OF PROGRAMMED INSTRUCTION. VOLUME III. THE DRAPER PROJECT. FINAL REPORT.   68
MCKEE, JOHN M.;SEAY, DONNA M.
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. DRAPER CORRECTIONAL CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; NATIONAL INST. OF MENTAL HEALTH (DHEW), BETHESDA, MD.
NOTES: 91P.
ACHIEVEMENT TESTS, CASE RECORDS, CASE STUDIES (EDUCATION), CORRECTIVE INSTITUTIONS, COUNSELING GOALS, DELINQUENTS, DIAGNOSTIC TESTS, GOAL ORIENTATION, INDIVIDUALIZED INSTRUCTION, INSTITUTIONALIZED PERSONS, INSTITUTIONAL RESEARCH, INSTRUCTIONAL PROGRAMS, LEARNING MOTIVATION, MANUALS, PRISONERS, PROGRAMED INSTRUCTION, PROGRAMED TUTORING, PROGRAMS, REHABILITATION COUNSELING, REHABILITATION PROGRAMS, REINFORCERS, SCORING, TESTING, TRANSFER OF TRAINING
DRAPER CORRECTIONAL CENTER SUCCESSFULLY EMPLOYED PROGRAMED INSTRUCTION IN A DUAL PROJECT WITH 1800 YOUTHFUL PRISONERS. DIAGNOSTIC TESTING AND CAREFUL ANALYSIS OF TEST RESULTS WERE USED TO DISCOVER INDIVIDUAL NEEDS, FOR WHICH RELEVANT SECTIONS OF A PROGRAM WERE THEN PRESCRIBED. THE ROLE OF THE TEACHER IN THIS SITUATION WAS THAT OF LEARNING-MANAGER. IT WAS HIS JOB TO TEST, SCORE, INTERPRET, AND COURSE-PRESCRIBE. HE HAD TO LISTEN, OBSERVE, ANSWER QUESTIONS, AND CONSTANTLY EVALUATE THE PROGRAMS. SINCE MORE THAN USUAL COUNSELING WAS NEEDED, THE LEARNING-MANAGER SERVED IN THIS ROLE IN ASSOCIATION WITH A PSYCHOLOGICAL CONSULTANT. PROBLEMS INCLUDED SCARCITY OF PROGRAMS FOR BASIC AND REMEDIAL EDUCATION, SCORE INTERPRETATION, INSTRUCTOR SELECTION, STUDENT BOREDOM, CHEATING, AND UNDERESTIMATION OF NUMBER OF INSTRUCTORS REQUIRED. IT WAS CONCLUDED THAT HIGHER STUDENTS GOALS AND MOTIVATION ARE ACHIEVED WHEN INSTRUCTION IS GEARED TO THEIR PREFERENCES, IN A PLEASANT ATMOSPHERE WITH RESPECT FOR THEIR DIGNITY. IT IS BELIEVED THAT A SIMILAR UNDERTAKING WILL WORK IN ANY EDUCATIONAL SETTING. TWO CASE SUMMARIES ARE PRESENTED IN DETAIL WITH SCORES, DIAGNOSES, PRESCRIPTIONS, PERSONAL BACKGROUNDS, COMMENTS, AND RECOMMENDATIONS. (EM/MF)
ERIC: ED029495

2163 HOW TO WRITE REPORTS   NOV 74
KAISER, JOSEPH L.
INDUSTRIAL EDUCATION;63;8;57-9
JOB SKILLS, TRADE AND INDUSTRIAL EDUCATION, TEACHING TECHNIQUES, TECHNICAL REPORTS, TECHNICAL WRITING, VOCATIONAL EDUCATION, RECORDS (FORMS)
ERIC: EJ105475

2164 HOW TYPE OF EMPLOYMENT AFFECTS EARNINGS DIFFERENCES BY SEX   1976
BROWN, G.D.
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.7, JULY 1976, P. 25-30.
COMPENSATION, DISCRIMINATION, ECONOMICS, EDUCATION, LABOR FORCE, MODELING, MOTIVATION, PRIVATE SECTOR, PUBLIC SECTOR, QUANTITATIVE METHODS, REGRESSION ANALYSIS, SELF EMPLOYMENT, SOCIAL ISSUES, WOMEN
EARNINGS DIFFERENCES BETWEEN MEN AND WOMEN ARE EXAMINED FOR THREE TYPES OF EMPLOYMENT-GOVERNMENT, PRIVATE, AND SELF EMPLOYMENT. SCHOOLING, LABOR FORCE

(CONT.)
2164 PARTICIPATION, MOBILITY, MOTIVATION, WORK EXPERIENCE, AGE, AND TYPE OF EMPLOYER ARE
SUBJECTED TO REGRESSION ANALYSIS AS FACTORS RESPONSIBLE FOR DIFFERENCES IN EARNINGS.
MGMT: UML7660025

2165 HOW VALIDATED TESTING EASES THE PRESSURES OF MINORITY RECRUITMENT 1975
SHARF, J.C.
PERSONNEL, VOL.52, NO.3, MAY-JUNE 1975, P. 53-59.
DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, FAIR EMPLOYMENT
PRACTICES, HIRING, JOB PERFORMANCE, MINORITIES, PERSONNEL MANAGEMENT, RECRUITMENT
EXAMINES THE USE OF EMPLOYMENT TESTS IN THE RECRUITING PROCESS AND MAKES SUGGESTIONS AS
TO HOW SUCH TESTS CAN BE VALIDATED AS FREE FROM DISCRIMINATORY BIAS.
MGMT: PER75E0053

2166 HOW WOMEN ARRANGE FOR THE CARE OF THEIR CHILDREN WHILE THEY WORK A STUDY OF CHILD CARE
ARRANGEMENTS, COSTS, AND PREFERENCES IN 1971. JAN 77
SHORTLIDGE, RICHARD L., JR.;BRITO, PATRICIA
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. EMPLOYMENT AND TRAINING
ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 61P.
BLACKS, CAUCASIANS, CHILD CARE, COSTS, DAY CARE SERVICES, FAMILY CHARACTERISTICS,
GEOGRAPHIC LOCATION, INDIVIDUAL CHARACTERISTICS, MARITAL STATUS, POLICY FORMATION,
PRESCHOOL CHILDREN, WORKING WOMEN, UNITED STATES
THE ANALYSIS PRESENTED IN THIS REPORT WAS DESIGNED TO MAKE AVAILABLE TO POLICYMAKERS A
COMPREHENSIVE STUDY OF CHILD CARE ARRANGEMENTS, PREFERENCES, AND COSTS AS OF 1971, USING
DATA FROM THE NATIONAL LONGITUDINAL SURVEYS OF WOMEN AND YOUNG WOMEN. THIS ANALYSIS
YIELDS RESULTS WHICH BOTH COMPLEMENT AND UPDATE THE EARLIER LOW AND SPINDLER REPORT
TITLED CHILD CARE ARRANGEMENTS OF WORKING MOTHERS IN THE UNITED STATES (ED 040 738).
DATA IS PRESENTED ACCORDING TO THE STUDY SAMPLE, WHICH WAS DIVIDED INTO TWO RACIAL
GROUPS--BLACKS AND WHITES--WHICH WERE FURTHER SUBDIVIDED INTO THREE CATEGORIES BY THE
AGE OF THE WOMANS YOUNGEST CHILD. (THESE CATEGORIES ARE WOMEN WHOSE YOUNGEST CHILD WAS
UNDER THREE YEARS OF AGE, THREE TO FIVE YEARS OF AGE, AND SIX TO THIRTEEN YEARS OF AGE,
REFERRED TO IN THE STUDY AS INFANTS, PRESCHOOLERS, AND YOUNG SCHOOL-AGED CHILDREN,
RESPECTIVELY.) THIS REPORT IS DIVIDED INTO FOUR MAJOR SECTIONS. THE FIRST SECTION
EXPLORES THE KINDS OF CHILD CARE ARRANGEMENTS USED BY EMPLOYED MOTHERS. THE SECOND
SECTION EXAMINES CHILD CARE EXPENDITURES. THE THIRD SECTION ANALYZES THE CHARACTERISTICS
OF WOMEN WHO PREFER SOME FORM OF CHILD CARE OTHER THAN THEIR CURRENT ARRANGEMENT. THE
FOURTH SECTION SUMMARIZES AND EMPHASIZES THE POLICY IMPLICATIONS OF THE FINDINGS.
NINETEEN TABLES OF COMPARATIVE DATA ARE INCLUDED. (WL)
ERIC: ED137557

2167 HOW WOMENS LIB WORKS IN BILLINGS, MONT 1976
BUSINESS WEEK, NO.2417, FEB 2, 1976, P. 58-59.
BLUE COLLAR WORKER, CAREER DEVELOPMENT, CITIES, CORPORATE BEHAVIOR, EQUAL EMPLOYMENT
OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT TRAINING, MINORITIES,
SALARY ADMINISTRATION, WOMEN IN BUSINESS
IN THE BUSINESS COMMUNITY OF BILLINGS, MONTANA, MANY WOMEN ARE RUNNING BUSINESSES OR
GETTING INTO PROFESSIONS AND SIMULTANEOUSLY KEEPING HOUSE. MORE AND MORE ARE RETURNING
TO WORK OR GOING INTO JOBS THEY PREFER, NOT PREVIOUSLY AVAILABLE TO THEM.
MGMT: BWE7630258

2168 HOW YOUNG PEOPLE HUNT FOR JOBS MAY 75
GREGG, EDNA L.
JOURNAL OF BUSINESS EDUCATION;50;8;324-5
YOUTH EMPLOYMENT, JOB APPLICATION, TECHNICAL WRITING, EMPLOYMENT INTERVIEWS, EMPLOYMENT
QUALIFICATIONS, JOB PLACEMENT, SKILL DEVELOPMENT, SURVEYS, JOB SEARCH, TENNESSEE
ERIC: EJ118916

2169 HRA ON-LINE TIME AND ATTENDANCE SYSTEM 1975
RATNER, S.; LEONARDO, L.
PERSONNEL JOURNAL, VOL.54, NO.8, AUG 1975, P. 454-455.
BLUE COLLAR WORKER, COMPUTER, EMPLOYEE SERVICES, INDUSTRIAL RELATIONS, LABOR SAVING
MACHINERY, MANAGEMENT
NEW YORK CITY SAVED $500,000 BY REPLACING TIME KEEPERS WITH A COMPUTER.
MGMT: PEJ7540454

2170 HUELGA, A MILESTONE IN FARM UNIONISM. SEP 66
COHEN, IRVING J.
NOTES: 9P.
AGRICULTURAL LABOR DISPUTES, AGRICULTURAL LABORERS, FARM LABOR LEGISLATION, LABOR
DEMANDS, LABOR UNIONS, MIGRANT WORKERS, STRIKES, CALIFORNIA
EARLY ATTEMPTS DURING THE 20TH CENTURY TO ORGANIZE FARM WORKERS, TO GAIN WAGE INCREASES,
AND TO SECURE EMPLOYER RECOGNITION OF A UNION AS THE WORKERS AGENT FOR COLLECTIVE
BARGAINING FAILED. AN ESTIMATED 380 AGRICULTURAL STRIKES INVOLVED OVER 200,000 WORKERS
IN 33 STATES BETWEEN 1930 AND 1948. THE NATIONAL LABOR RELATIONS ACT, ENACTED AS A
RESULT OF THOSE STRIKES, IRONICALLY EXCLUDED AGRICULTURAL WORKERS. IN 1965, A STRIKE OF
GRAPE-VINEYARD WORKERS IN DELANO, CALIFORNIA, LEAD TO PUBLIC RECOGNITION OF THE NEED FOR
LEGISLATION AND SOCIAL WELFARE PROGRAMS DESIGNED TO RELIEVE POVERTY AND IMPROVE THE
WORKING CONDITIONS OF FARM WORKERS. A NEW INTEREST IN AGRICULTURAL UNIONISM DEVELOPED

(CONT.)
2170 FROM LOCAL, STATE, AND NATIONAL ATTENTION, SYMPATHY, AND SUPPORT GIVEN TO THE STRIKERS BY CIVIL RIGHTS GROUPS, LABOR UNIONS, CIVIC ASSOCIATIONS, AND RELIGIOUS ORGANIZATIONS. THE AGRICULTURAL WORKERS ORGANIZING COMMITTEE ORGANIZED BY THE AFL-CIO AND THE NATIONAL FARM WORKERS ASSOCIATION MERGED AS THE UNITED FARM WORKERS ORGANIZING COMMITTEE (UNFWOC) IN JULY 1966 TO PRESENT A SINGLE FRONT FOR FUTURE BARGAINING NEGOTIATIONS AND TO GAIN RECOGNITION FROM 33 GROWERS. IN AN ELECTION AT THE DI GIORGIO CORPORATION FARMS, UNFWOC BECAME THE BARGAINING AGENT FOR GRAPE HARVEST WORKERS. NATIONAL PUBLICITY RESULTED IN LEGISLATIVE CONSIDERATION OF INCLUDING AGRICULTURAL WORKERS IN THE NATIONAL LABOR RELATIONS ACT AND THE FAIR LABOR STANDARDS ACT. EFFECTS OF THE STRIKE HAVE SPREAD TO THE ATLANTIC C ST, FLORIDA, AND TEXAS. THE SUCCESS OF THE DELANO STRIKE COULD STIMULATE NATIONAL UNIONS TO ORGANIZE FARM WORKERS ON AN UNPRECEDENTED SCALE THROUGHOUT THE COUNTRY. THIS DOCUMENT APPEARED IN FARM LABOR DEVELOPMENTS, SEPTEMBER, 1966. (WB)
AIM/ARM: VT003934

2171 HUMAN CAPITAL DETERMINANTS OF STRUCTURAL UNEMPLOYMENT 1973
FEARN, ROBERT M.
WISCONSIN UNIV., MADISON. CENTER OF APPLIED SOCIOLOGY.
GRANT NO. EDA-OER-417-G-72-7
NOTES: 99P
UNEMPLOYMENT RATE, HUMAN RESOURCES, ECONOMIC DEVELOPMENT, ECONOMIC ANALYSIS, HUMAN CAPITAL, EDA
THE PAPER IS AN EXPLORATORY STUDY INVESTIGATING THE ROLE PLAYED BY THE STOCK OF HUMAN CAPITAL IN DETERMINING THE LEVEL AND RATE OF UNEMPLOYMENT ADJUSTMENT AMONG LOCAL LABOR MARKETS. DIFFERENT ANALYTICAL AND EMPIRICAL APPROACHES ARE REVIEWED AND THE HYPOTHESES CONCERNING THE EFFECT OF HUMAN CAPITAL AND OTHER VARIABLES ON UNEMPLOYMENT ARE SPECIFIED. CROSS SECTIONAL REGRESSIONS ARE USED TO EXAMINE THE DETERMINANTS OF AREA UNEMPLOYMENT AMONG THE 150 MAJOR LABOR MARKET AREAS IN THE UNITED STATES AT A RECENT BUSINESS CYCLE PEAKS (JULY 1953, JULY 1957, MAY 1960, AND NOVEMBER 1969). THIS IS COMPLEMENTED BY AN ANALYSIS OF LOCAL AREA UNEMPLOYMENT OVER TIME, FROM NOVEMBER 1966 TO MARCH 1972.
NTIS: COM-74-10566/9 NTIS PRICES PC$8.00/MF$1.45

2172 THE HUMAN COMFORT WAY TO GREATER PRODUCTIVITY 1976
ADMINISTRATIVE MANAGEMENT, VOL.37, NO.4, APRIL 1976, P. 38-40.
BEHAVIORAL SCIENCE, EMPLOYEE BENEFITS, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, JOB PERFORMANCE, MANAGEMENT, MOTIVATION, PRODUCTIVITY, WORKING CONDITIONS
AN ATTRACTIVE, CHEERFUL WORK ENVIRONMENT CAN INCREASE MOTIVATION AND PERFORMANCE AND IS VIEWED AS A GOOD EMPLOYEE BENEFIT.
MGMT: ADM7600038

2173 HUMAN DEVELOPMENT IN ORGANIZATIONS - MGT 334 HIGHER EDUCATION COURSE MONOGRAPH NO. 4. JUN 75
STEERS, RICHARD M.
OAKLAND UNIV., ROCHESTER, MICH. SCHOOL OF EDUCATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-31-26-74-05
NOTES: 41P.; FOR RELATED DOCUMENTS, SEE CG 010 560-566
BUSINESS, COLLEGE GRADUATES, CURRICULUM DEVELOPMENT, EMPLOYER EMPLOYEE RELATIONSHIP, GUIDANCE, HIGHER EDUCATION, HUMAN SERVICES, JOB ANALYSIS, MANAGEMENT DEVELOPMENT, MANPOWER DEVELOPMENT, ORGANIZATIONS (GROUPS), PERSONNEL SELECTION, UNDERGRADUATE STUDY, MANPOWER DEVELOPMENT HIGHER EDUCATION SYSTEM
THIS IS A DESCRIPTION OF A TRAINING COURSE FOR HUMAN SERVICES PERSONNEL WHICH COVERS A MAJOR FUNCTION OF COMPREHENSIVE MANPOWER DEVELOPMENT PROGRAMS. HUMAN DEVELOPMENT IN ORGANIZATIONS IS A COURSE FOR NONMANAGEMENT MAJORS WHICH SURVEYS THE DEVELOPMENTAL PROCESS OF EMPLOYEES IN COMPLEX ORGANIZATIONS BOTH FROM MANAGERIAL AND PSYCHOLOGICAL STANDPOINTS. TOPICS COVERED INCLUDE PERSONNEL RECRUITMENT, SELECTION, PLACEMENT, TRAINIG AND DEVELOPMENT; MANPOWER PLANNING; EMPLOYEE EVALUATION AND REWARD SYSTEMS; AND JOB ANALYSIS AND DESIGN. (AUTHOR)
ERIC: ED123529 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161

2174 THE HUMAN DIMENSION IN PRODUCTIVITY 1977
MCDERMOTT, T.C.
VITAL SPEECHES, VOL.43, NO.10, MARCH 1, 1977, P. 306-309.
ECONOMICS, HUMAN BEHAVIOR, JOB ENRICHMENT, JOB PERFORMANCE, MOTIVATION, PARTICIPATIVE MANAGEMENT, PRODUCTION, PRODUCTIVITY
CITES EXAMPLES OF HOW WORKER MOTIVATION AND PRODUCTIVITY ARE SIGNIFICANTLY INCREASED WHEN WORKER PARTICIPATION IN PLANNING AND OPERATIONS IS ENCOURAGED.
MGMT: VIT77C01T6

2175 HUMAN INVESTMENT DECISIONS, LABOR MARKET CHOICE, AND UNEMPLOYMENT NOV 73
FIELDS, GARY S.;HOSEK, JAMES R.
RAND CORP SANTA MONICA CALIF
NOTES: 35P
EMPLOYMENT, DECISION MAKING, UNEMPLOYMENT, NTISCOCSO
THE PURPOSE OF THIS PAPER IS TO EXTEND HUMAN INVESTMENT ANALYSIS TO A WORLD IN WHICH UNEMPLOYMENT ARISES STOCHASTICALLY. THE RESEARCH HAS BEEN MOTIVATED BY AN INTEREST IN SUCH DIVERSE PHENOMENA AS MIGRATION, OCCUPATIONAL CHOICE, JOB SEARCH, AND INVESTMENT IN MARKET SKILLS IN RELATION TO UNEMPLOYMENT. EXISTING ANALYSES HAVE FAILED TO CONSTRUCT A

(CONT.)

2175 UNIFIED FRAMEWORK TO DEAL WITH THE LIKELIHOOD OF UNEMPLOYMENT AND RE-UNEMPLOYMENT, ON-THE-JOB SEARCH, INTEROCCUPATIONAL CAREER MOBILITY, AND THE RETURNS TO SKILL WHICH ACCRUE IN THE FORM OF A HIGHER CHINGE OF BEING EMPLOYED AT A HIGH WAGE JOB. THE AIM IN THIS PAPER IS TO CONTRIBUTE TO THE DEVELOPMENT OF SUCH A FRAMEWORK.
NTIS: AD-786 640/3ST   NTIS PRICES PC$3.75/MF$2.25

2176 HUMAN RESOURCE DEVELOPMENT AND VOCATIONAL EDUCATION.   MAY 75
KAUFMAN, JACOB J.
NOTES: 55P.; PAPER COMMISSIONED BY COVERO. FOR RELATED PAPERS, SEE VT 103 352 THROUGH VT 103 367 IN THIS ISSUE.
STATE OF THE ART REVIEWS, RESEARCH NEEDS, RESEARCH, VOCATIONAL EDUCATION, HUMAN RESOURCES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, LABOR SUPPLY
THIS PAPER IS CONCERNED WITH CERTAIN STRUCTURAL CHANGES WHICH ARE TAKING PLACE IN THE LABOR MARKET AND IN SOCIETY AND ATTEMPTS TO INDICATE THE AREAS OF RESEARCH IN HUMAN RESOURCES TO WHICH VOCATIONAL EDUCATION COULD MAKE A CONTRIBUTION. IT IS SUGGESTED THAT WITH IMPROVED RESEARCH KNOWLEDGE, SOCIAL AND BEHAVIORAL SCIENTISTS ARE BEGINNING TO RECOGNIZE THAT THERE IS MORE TO HUMAN RESOURCES DEVELOPMENT THAN SKILL TRAINING. THE NEED TO DEVELOP AN INTERDISCIPLINARY APPROACH TO RESEARCH IN THE HUMAN RESOURCES FIELD IS DISCUSSED FROM THE POINT OF VIEW THAT VOCATIONAL EDUCATION HAS TENDED TO IGNORE THE NEED FOR AND CONTRIBUTIONS OF OTHER SOCIAL AND BEHAVIORAL SCIENCES IN THE DEVELOPMENT OF A VOCATIONAL EDUCATION CURRICULUM. CERTAIN STRUCTURAL CHANGES TAKING PLACE IN THE LABOR MARKET ARE DISCUSSED--CHANGES TO WHICH, IN THE AUTHORS VIEW, VOCATIONAL EDUCATION HAS NOT SATISFACTORILY RESPONDED. THE NEED TO REALLOCATE EDUCATIONAL RESOURCES IS ARGUED WITH SUGGESTIONS OFFERED FOR REDESIGNING VOCATIONAL EDUCATION. FINALLY, THE NEED TO EXPAND ACTIVITIES IN THE AREA OF ASSESSMENT OF EDUCATIONAL PROGRAMS IS PRESENTED AS WELL AS THE NEED FOR MORE EDUCATIONAL PLANNING. (NJ)
AIM/ARM: VT103366

2177 A HUMAN RESOURCE PLANNING AND VALUATION MODEL   1976
GILLESPIE, J.F.; LEININGER, W.E.; KAHALAS, H.
ACADEMY OF MANAGEMENT JOURNAL, VOL.19, NO.4, DEC 1976, P. 650-656. BIBLIOG. 11
CAREER DEVELOPMENT, CPA, HUMAN RESOURCE ACCOUNTING, HUMAN RESOURCE DEVELOPMENT, JOB ADVANCEMENT, MARKOV CHAIN, PROMOTION, QUANTITATIVE METHODS, STOCHASTIC MODEL
A MARKOVIAN MODEL CAN BE SUED TO DESCRIBE THE MOVEMENT OF MANAGERS AMONG POSITIONS WITHIN A FIRM. STEADY STATE INFORMATION DERIVED HAS IMPLICATIONS FOR MANPOWER PLANNING AND VALUATION. A CPA FIRM WAS USED FOR RESEARCH.
MGMT: AMJ76L0650

2178 HUMAN RESOURCE PLANNING: A TOOL FOR PEOPLE DEVELOPMENT   1977
FEID, D.M.
PERSONNEL, VOL.54, NO.2, MARCH/APRIL 1977, P. 15-25.
CAREER DEVELOPMENT, CONFIDENTIALITY, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT TOOLS, MINORITIES, MOTIVATION, PERSONNEL MANAGEMENT, PLANNING, PROMOTION, SALES MANAGEMENT, WOMEN IN BUSINESS
HUMAN RESOURCE PLANNING SYSTEMS INVOLVES FILLING OUT FORMS FOR POTENTIALLY PROMOTABLE EMPLOYEES, CONFIDENTIAL TREATMENT OF INFORMATION AND AS AN INVALUABLE MANAGEMENT MANPOWER PLANNING TOOL. ALSO GIVES A MOTIVATED EMPLOYEE A ROLE IN HIS/HER CAREER DEVELOPMENT.
MGMT: PER77C0015

2179 HUMAN RESOURCES MANAGEMENT SYSTEM AND PROGRAM INITIATION. MANUAL A-MODEL 1.1   SEP 70
OZARKS REGIONAL COMMISSION.
NOTES: FINAL REPT.   93P
ECONOMIC DEVELOPMENT, REGIONAL PLANNING, INCOME, MANAGEMENT PLANNING, MANPOWER UTILIZATION, MANUALS, OZARKS REGION, HUMAN RESOURCES
THE HUMAN RESOURCES MANAGEMENT SYSTEM IS ONE OF THE COMPONENT SUBSYSTEMS FOR ECONOMIC DEVELOPMENT. THE HRMS IS DESIGNED AS A COMPREHENSIVE SYSTEM OR FRAMEWORK TO ASSIST THE COMMISSION ALLOCATE ITS FUNDS TOWARDS MAXIMIZING THE ECONOMIC GROWTH OPPORTUNITIES IN THE REGION. THE COMPONENT MODULES AID IN IDENTIFYING, RECRUITING, AND REFERRING PEOPLE TO JOBS AND/OR TRAINING OPPORTUNITIES WITHIN THEIR IMMEDIATE GEOGRAPHIC AREA, AS WELL AS PROVIDING A FRAMEWORK FOR COMMUNITY EVALUATION AND IMPROVEMENT. THE HRMS IS COMPRISED OF SIX REPORTS. THE FIRST OF WHICH ISMANUAL A. THE MANUAL IS DIVIDED INTO TWO MAJOR PARTS: PART ONE PRESENTS THE OVERALL HRM SYSTEM DESIGN AND CONCEPTS AND DATA PROCESSING APPLICATIONS. PART TWO DEALS WITH THE IMPLEMENTATION MODULE OF THE HRMS. THE PURPOSES OF PART TWO ARE TO IDENTIFY AND DEFINE THE GROUPS WITHIN THE REGION AND COMMUNITY WHO MAY LEND ASSISTANCE IN IMPROVING FACTORS AFFECTING INDUSTRIAL DEVELOPMENT, INCLUDING THE LABOR FORCE. (AUTHOR)
NTIS: PB-195 033   NTIS PRICES MC$3.00 MF$0.65

2180 HUMAN SERVICES DELIVERY AND EVALUATION - HRD 402 HIGHER EDUCATION COURSE MONOGRAPH NO. 2.   JUN 75
MEYER, DAVID P.
OAKLAND UNIV., ROCHESTER, MICH. SCHOOL OF EDUCATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-31-26-74-05
NOTES: 118P.; FOR RELATED DOCUMENTS, SEE CG 010 560-566
COURSE DESCRIPTIONS, CURRICULUM DEVELOPMENT, EVALUATION, GUIDES, HIGHER EDUCATION, HUMAN SERVICES, MANAGEMENT EDUCATION, MANPOWER DEVELOPMENT, PERSONNEL MANAGEMENT, PROGRAMS,

(CONT.)

2190 SIMULATION, SYSTEMS ANALYSIS, MANPOWER DEVELOPMENT HIGHER EDUCATION SYSTEM

THIS MONOGRAPH IS A DESCRIPTION OF A TRAINING COURSE FOR HUMAN SERVICES PERSONNEL WHICH COVERS A MAJOR FUNCTION OF COMPREHENSIVE MANPOWER DEVELOPMENT PROGRAMS. IT SURVEYS SEVERAL KEY ISSUES IN PROVIDING HUMAN SERVICES TO THE PUBLIC THE LEGAL, HISTORICAL AND SOCIAL FORCES UNDERLYING HUMAN SERVICES; MANAGEMENT CONCEPTS FOR PROGRAM ADMINISTRATION AND EVALUATION; ORGANIZATIONAL FACTORS IN DELIVERING SERVICES AND COMMUNITY-AGENCY INTERACTION. THE COURSE SENSITIZES STUDENTS TO THESE TOPICS AND PROVIDES EXPERIENCE THROUGH SIMULATIONS. IN SOLVING PROBLEMS OR ORGANIZING, DELIVERING AND RESEARCHING HUMAN SERVICES. (AUTHOR)

ERIC: ED123527 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161

2191 THE HUMAN SERVICES TECHNICIAN. DEC 75

STEELY, ROBERT D.

KELLOGG COMMUNITY COLL., BATTLE CREEK, MICH.

NOTES: 59P.; A STUDY PREPARED FOR THE APPROVAL OF THE BOARD OF TRUSTEES, KELLOGG COMMUNITY COLLEGE

COMMUNITY COLLEGES, CURRICULUM DESIGN, EMPLOYMENT OPPORTUNITIES, HUMAN SERVICES, JUNIOR COLLEGES, MANPOWER NEEDS, NEEDS ASSESSMENT, PARAPROFESSIONAL PERSONNEL, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, SUBPROFESSIONALS, VOCATIONAL EDUCATION, KELLOGG COMMUNITY COLLEGE, MICHIGAN (BATTLE CREEK)

IN ORDER TO ASSESS THE EMPLOYMENT POTENTIAL FOR HUMAN SERVICES PARAPROFESSIONALS IN THE KELLOGG COMMUNITY COLLEGE SERVICE AREA, A SURVEY BY MAIL OF 103 ORGANIZATIONS IDENTIFIED AS POTENTIAL EMPLOYERS WAS CONDUCTED IN 1975. THIRTY-NINE OF THE 54 AGENCIES RESPONDING INDICATED THAT THEY EMPLOY HUMAN SERVICES PARAPROFESSIONALS. A LARGE NUMBER OF CURRENTLY EMPLOYED PARAPROFESSIONALS ARE HIGH SCHOOL GRADUATES WITH NO FORMAL EDUCATION RELATED TO THEIR OCCUPATION. THIRTY-SIX OF THE RESPONDENTS THOUGHT THAT KELLOGG COMMUNITY COLLEGE SHOULD OFFER AN ASSOCIATE DEGREE HUMAN SERVICES TECHNICIAN PROGRAM; 22 THOUGHT THAT THE COLLEGE SHOULD OFFER COURSES THAT WOULD PERMIT SKILL UPGRADING OF EMPLOYED PARAPROFESSIONALS. THE SURVEY ALSO REVEALED THAT A RELATIVELY LARGE EMPLOYMENT MARKET FOR ASSOCIATE DEGREE GRADUATES EXISTS. BASED ON THE RESULTS OF THE SURVEY, AND EVALUATIONS OF RESOURCE, FACILITY, BUDGET, AND CURRICULUM REQUIREMENTS, A HUMAN SERVICES TECHNICIAN ASSOCIATE DEGREE PROGRAM IS PROPOSED. A CORE CURRICULUM EMPHASIZING WORK EXPERIENCE WITH OPTIONS FOR SPECIALIZATION IN ONE OF THE SEVEN HUMAN SERVICES AREAS IS RECOMMENDED FOR ADOPTION. THE SURVEY RESULTS ARE APPENDED, ALONG WITH A PROPOSED CURRICULUM OUTLINE AND COURSE DESCRIPTIONS. (NHM)

ERIC: ED119754

2192 HUMANISM AND THE AMERICAN WORK ETHIC. QUICK REFERENCE WORK ETHIC. 75

SHARR, ERWIN R.; ESCOLL, PHILIP J.

NATIONAL EDUCATION ASSOCIATION, WASHINGTON, D.C.

NOTES: 11P.

AFFLUENT YOUTH, ETHICAL VALUES, HUMANIZATION, JOB SATISFACTION, LIFE STYLE, MIDDLE CLASS VALUES, REVOLUTION, SOCIAL CHANGE, SOCIAL PROBLEMS, SOCIAL VALUES, WORK ATTITUDES, YOUTH

IN THE RECENT SOCIAL REVOLUTION, REBELLIOUS MIDDLE-CLASS YOUTH ATTACKED AND REJECTED, AMONG OTHER VALUES, THE AMERICAN MIDDLE-CLASS BELIEF IN THE WORTHWHILENESS OF WORK. ALTHOUGH THIS RECENT HUMANISTIC REVOLT HARDLY AFFECTED THE PATTERNS OF WORKING LIFE IN AMERICA, IT INFLUENCED ATTITUDES TOWARD WORK NOT ONLY AMONG MIDDLE-CLASS ADOLESCENTS AND YOUTH BUT ALSO AMONG BLUE-COLLAR WORKERS. ONE OF THE NEEDS MADE APPARENT BY THE HUMANISTIC REVOLT IS THE NEED FOR MEANINGFUL WORK ROLES, THROUGH WHICH YOUTH CAN ACTUALIZE THEIR HUMANISTIC IDEALS IN PRACTICAL WAYS. THE NEXT ERA OF HISTORY SHOULD BE CONCERNED WITH PROVIDING, FOR LIBERAL MIDDLE-CLASS YOUTH AS WELL AS FOR THE POOR, SATISFYING WORK ROLES THAT DO NOT REQUIRE PROLONGED AND EXPENSIVE COLLEGE EDUCATION. (AUTHOR,MK)

ERIC: ED120091 NEA PUBLICATIONS, ORDER DEPARTMENT, THE ACADEMIC BUILDING, SAW MILL ROAD, WEST HAVEN, CONNECTICUT 06516 (STOCK NO. 0967-9-00, $0.50)

2193 THE HYPOTHETICAL LABOR MARKET RESPONSE OF BLACK AND WHITE WOMEN TO A NATIONAL PROGRAM OF FREE DAY CARE CENTERS. AUG 77

SHORTLIDGE, RICHARD L., JR.

OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 26P.

ATTITUDES, DAY CARE SERVICES, DEMOGRAPHY, EDUCATIONAL BACKGROUND, EMPLOYMENT POTENTIAL, FAMILY INCOME, LABOR FORCE NONPARTICIPANTS, LABOR MARKET, MOTHERS, NATIONAL PROGRAMS, NATIONAL SURVEYS, PRESCHOOL CHILDREN, WORK ATTITUDES, NATIONAL LONGITUDINAL SURVEYS, UNITED STATES

DATA OBTAINED FROM THE NATIONAL LONGITUDINAL SURVEYS OF WOMEN WHO WERE 17 TO 27 AND 34 TO 44 YEARS OF AGE IN 1971 WERE UTILIZED TO ANALYZE THE POTENTIAL FEMALE LABOR SUPPLY RESPONSE TO A NATIONAL PROGRAM OF FREE DAY CARE CENTERS. WOMEN WHO WERE OUT OF THE LABOR FORCE AT THE TIME OF THE 1971 SURVEY WERE ASKED ABOUT THEIR WILLINGNESS TO SEEK EMPLOYMENT IF FREE DAY CARE CENTERS WERE AVAILABLE TO THEM. WHETHER A WOMAN WOULD SEARCH FOR EMPLOYMENT IF GIVEN ACCESS TO FREE DAY CARE FACILITIES IS HYPOTHESIZED TO BE A FUNCTION OF (1) HER FAMILYS COMPOSITION, (2) HER PREVIOUS LABOR MARKET BEHAVIOR AND ATTITUDES, (3) HER FAMILYS EARNINGS, (4) HER EDUCATIONAL ATTAINMENT, AND (5) HER GEOGRAPHIC LOCATION AND THE DEMAND FOR FEMALE LABOR IN HER LOCALITY. THE ANALYSIS INDICATES THAT THE AVAILABILITY OF FREE DAY CARE CENTERS WOULD DRAW PROPORTIONALLY MORE BLACK THAN WHITE WOMEN WITH CHILDREN UNDER SIX INTO THE LABOR FORCE. FOR BOTH WHITES AND BLACKS, THE IMPACT WOULD BE GREATEST AMONG THOSE WOMEN WITH A POSITIVE ORIENTATION

(CONT.)
2183 TOWARD EMPLOYMENT OUTSIDE THE HOME. (EM)
ERIC: ED143862

2184 I SAY TRY A SUCCESSFUL LOW-COST ALTERNATIVE FOR HOUSING REHABILITATION WITH VOLUNTEERS AND JOB TRAINING. OCT 74
HARMS, HANS H.;PHINNEY, A. W.
LOW COST HOUSING CORP., BOSTON, MASS. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, WASHINGTON, D.C. OFFICE OF POLICY DEVELOPMENT AND RESEARCH.
NOTES: 84P.
BUILDING IMPROVEMENT, BUILDING TRADES, COMMUNITY DEVELOPMENT, ECONOMIC FACTORS, EMPLOYMENT PROGRAMS, JOB TRAINING, LOW RENT HOUSING, METROPOLITAN AREAS, NEIGHBORHOOD IMPROVEMENT, ON THE JOB TRAINING, VOLUNTEERS, MASSACHUSETTS (BOSTON)
THE REPORT GIVES A BRIEF HISTORY OF BOSTONS SOUTH END, ITS HOUSING SITUATION, AND THE LOW COST HOUSING CORPORATION (LCHC), FOUNDED IN 1965 AS A NONPROFIT ORGANIZATION TO PROVIDE HOUSING FOR LOW INCOME TENANTS. THE REHABILITATION PROCESS FOR BRICKFRONT ROW HOUSES IS DESCRIBED THOROUGHLY. DETAILS OF A TRAINING PROGRAM WHICH UTILIZED VOLUNTEERS AND LCHC CONSTRUCTION SUPERVISORS TO ASSIST TRAINEES IN RENOVATING NEIGHBORHOOD BUILDINGS FOR LOW INCOME TENANTS ARE GIVEN. TRAINEES WERE EMPLOYED BY LCHC OR OTHER BUILDING REHABILITATION OR CONSTRUCTION FIRMS AND RECEIVED CLASSROOM INSTRUCTION (FROM LCHC SUPERVISORS, FIVE HOURS PER WEEK) AND ON THE JOB TRAINING (FROM SKILLED CREW MEMBERS AT THE CONSTRUCTION SITES) IN PLUMBING, PLASTERING, PAINTING, WOODWORKING, AND ELECTRICAL WORK. AFTER VARYING PERIODS OF TIME IN THE PROGRAM, THE TRAINEES WERE EMPLOYED AS FOLLOWS 11 AS SKILLED TRADESMEN, 15 AS EXPERIENCED HELPERS, AND 14 AS CONSTRUCTION LABORERS. THE REPORT ALSO GIVES INFORMATION ON TENANT RELATIONS AND COMMUNITY DEVELOPMENT. CONCLUSIONS STRESS THE ECONOMIC VALUE OF THE HUMAN COMMITMENT FACTOR AS CONTRIBUTING TO THE PROGRAMS SUCCESS. (NTIS)
ERIC: ED115899 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-240-970; MF $2.25, HC $4.75)

2185 IBM WORK EXPERIENCE PROGRAM FOR DEAF PEOPLE MAY/JUN 77
JAMISON, STEVEN L.
AMERICAN REHABILITATION;2;5;3-5
DEAF, WORK EXPERIENCE PROGRAMS, PROGRAM DESCRIPTIONS, COMPUTER ORIENTED PROGRAMS, HIGHER EDUCATION, AURALLY HANDICAPPED, SUMMER PROGRAMS
AVAILABLE FROM REHABILITATION SERVICES ADMINISTRATION, 330 C STREET, S.W., WASHINGTON, D.C. 20201.
ERIC: EJ164392

2186 IDEA PLUS VITA PLUS PEOPLE EQUALS $ JOBS IN WEST VIRGINIA FEB 71
MURPHY, BETTY
OPPORTUNITY;1;1;4-9
DEPRESSED AREAS (GEOGRAPHIC), ECONOMIC DISADVANTAGEMENT, FEDERAL AID, FEDERAL PROGRAMS, FINANCIAL PROBLEMS, JOB DEVELOPMENT, MANPOWER UTILIZATION, OLDER ADULTS, PROGRAM DESCRIPTIONS, VOLUNTEERS
DESCRIBES A PROGRAM WHICH PROVIDED AN UNEXPECTED OPPORTUNITY FOR A GROUP OF POOR ELDERLY MEN TO EARN A DECENT LIVING FOR THE FIRST TIME IN YEARS. (DM)
ERIC: EJ040810

2187 AN IDEA WHOSE TIME HAS COME 1976
FORBES, VOL.117, NO.10, MAY 15, 1976, P. 53-56.
CONSTRUCTION INDUSTRY, DECISION MAKING, GOVERNMENT REGULATION, HOUSING, LABOR FORCE, LABOR SAVING MACHINERY, PRODUCTION, REAL ESTATE, TAXATION, TECHNOLOGY
ARTHUR D. BERNHARDT, HOUSING INDUSTRY CONSULTANT, BELIEVES THAT THE HOUSING INDUSTRY CAN PROFIT FROM USING MOBILE HOME MANUFACTURING TECHNIQUES COMBINED WITH ON-SITE BUILDING DEVELOPMENT AND INSTALLATION.
MGMT: FB976E1553

2188 IDEAS AND TRENDS: TWO WRONG CHOICES AND A WAY OUT 1976
COBBS, J.
BUSINESS WEEK, NO.2450, SEPT 20, 1976, P. 21.
ECONOMIC THEORY, ECONOMIC TRENDS, ECONOMICS, INFLATION, LABOR FORCE, PRODUCTIVITY, UNEMPLOYMENT, UNITED STATES
THE TERMS OF THE TRADE-OFF BETWEEN UNEMPLOYMENT AND INFLATION HAS WORSENED. THE PHILLIPS CURVE HAS SHIFTED UPWARD. THE NATION SHOULD SEE WHAT IT CAN DO TO CHANGE THE TERMS OF THE TRADE-OFF BETWEEN INFLATION AND UNEMPLOYMENT.
MGMT: BWE76I2021

2189 THE IDENTIFICATION OF COMMON BEHAVIORAL FACTORS AS BASES FOR PRE-ENTRY PREPARATION OF WORKERS FOR GAINFUL EMPLOYMENT. FINAL REPORT. SEP67
SJORGREN, DOUGLAS ;AND OTHERS
COLORADO STATE UNIV., FT. COLLINS.; NEBRASKA UNIV., LINCOLN.
CONTRACT NO. OEC-6-85-073
NOTES: 146P.
AGRICULTURAL OCCUPATIONS, CURRICULUM DEVELOPMENT, EMPLOYEES, FACTOR ANALYSIS, INTERVIEWS, JOB ANALYSIS, JOB SKILLS, METAL WORKING OCCUPATIONS, OCCUPATIONAL CLUSTERS, QUESTIONNAIRES, COLORADO, NEBRASKA
THE PURPOSE OF THE STUDY WAS TO DETERMINE WHETHER COMMON BEHAVIORS COULD BE IDENTIFIED ACROSS OCCUPATIONS TO SERVE AS A BASIS FOR CURRICULUM BUILDING. INTERVIEWS WERE

(CONT.)
2189 CONDUCTED WITH INCUMBENTS IN 47 AGRICULTURAL OCCUPATIONS AND 36 OCCUPATIONS IN THE METAL FABRICATING INDUSTRY FOR A TOTAL OF 466 INTERVIEWS IN COLORADO AND NEBRASKA. THE INTERVIEW SCHEDULE CONTAINED A NUMBER OF GENERAL WORK ENVIRONMENT ITEMS, FOUR CHECKLISTS, AND FIVE MAJOR BEHAVIORAL DIMENSIONS. THE 329 SCORES FOR EACH INTERVIEW WERE SUBJECTED TO FACTOR ANALYSES TO DETERMINE INTERCORRELATIONS AMONG THE OCCUPATIONS. THE ANALYSIS OF THE CORRELATION MATRIX OF THE 47 AGRICULTURE OCCUPATIONS YIELDED THREE OCCUPATIONAL CLUSTERS, PRODUCTION AGRICULTURE, AGRICULTURAL INDUSTRY, AND AGRI-BUSINESS. PRODUCTION AGRICULTURE WAS CHARACTERIZED BY AN AVERAGE OR HIGH LEVEL ON NEARLY ALL OF THE BEHAVIORS. AGRICULTURE INDUSTRY SCORED AT A LOW AVERAGE OR LOW LEVEL, AND AGRI-BUSINESS SCORED AT A GENERALLY HIGH LEVEL EXCEPT FOR LOWS ON THE PHYSICAL AND DISCRIMINATIVE BEHAVIORS. THE ANALYSIS OF THE 36 METAL WORKING OCCUPATIONS ALSO YIELDED THREE CLUSTERS, SKILLED WORKER, SEMISKILLED WORKER, AND BUSINESS. THE BUSINESS CLUSTER IN METAL WORKING EXHIBITED A PATTERN OF SCORES SIMILAR TO THAT OF AGRI-BUSINESS. THE PATTERN OF SCORES ON PRODUCTION AGRICULTURE WAS SUCH THAT A COMPREHENSIVE CURRICULUM IN PRODUCTION AGRICULTURE WOULD COVER THE BEHAVIORS IN THE OTHER CLUSTERS ALSO. THE STUDY RESULTS SUGGESTED THAT A TEAM TEACHING APPROACH WOULD SERVE WELL IN TRAINING FOR PLACEMENT IN AG-INDUSTRY AND AGRI-BUSINESS OCCUPATIONS. (MM)
ERIC: ED019471

2190 IDENTIFICATION OF PROBLEMS IN ACCESS TO HEALTH SERVICES AND HEALTH CAREERS FOR ASIAN AMERICANS. VOLUME I EXECUTIVE SUMMARY 31 JUL 76
JWK INTERNATIONAL CORP., ANNANDALE, VA.*HEALTH RESOURCES ADMINISTRATION, ROCKVILLE, MD. OFFICE OF HEALTH RESOURCES OPPORTUNITY.
CONTRACT NO. PHS-HRA-230-75-0193
NOTES: 12P
HEALTH CARE DELIVERY, HRP/CDA, HRP/ZM, HRP/JC, HRP/CH, HRP/RCB, HRP/MCAF, HRP/MCAE, HRPGEO/YUS, HRPGEO/YDC, HRPOCC/X, CAREER DEVELOPMENT, ASIAN AMERICANS, HEALTH CARE UTILIZATION, NTISHRANHP
PROBLEMS CONFRONTING ASIAN AMERICANS IN OBTAINING HEALTH CARE SERVICES AND ENTERING HEALTH PROFESSIONS ARE ADDRESSED. PARTICULAR ATTENTION IS GIVEN TO STRUCTURAL, INTELLECTUAL, SOCIAL, AND ECONOMIC BARRIERS BETWEEN HEALTH PROVIDERS AND USERS. VARIATIONS IN ACCESS TO HEALTH CARE SERVICES AND HEALTH CAREER DEVELOPMENT AMONG CHINESE, JAPANESE, KOREAN, AND PHILIPINO GROUPS ARE EXAMINED. TEN PROBLEMS IN OBTAINING ACCESS TO HEALTH CARE SERVICES ARE LISTED INSTITUTIONAL RACISM, A LACK OF BILINGUAL - BICULTURAL ASIAN AMERICAN HEALTH CARE PROVIDERS, FINANCIAL CONSTRAINTS OF ASIAN AMERICAN COMMUNITY HEALTH CARE FACILITIES, THE POOR FINANCIAL CAPABILITY OF ASIAN AMERICANS TO OBTAIN NECESSARY HEALTH SERVICES, A LACK OF FAMILIARITY WITH THE U.S. HEALTH CARE SYSTEM BY ASIAN AMERICANS, PROVIDER INSENSITIVITY TO THE SOCIOPSYCHOLOGICAL AND CULTURAL CHARACTERISTICS OF ASIAN AMERICANS, CATCHMENT AREA CONFINEMENT, PROVIDER COMMUNICATION AND LANGUAGE INADEQUACIES, A LACK OF TRANSPORTATION, AND DIFFERING SOCIOCULTURAL HEALTH BELIEFS AND PRACTICES OF ASIAN AMERICANS. TEN PROBLEMS RELATED TO HEALTH CAREER ACCESS ARE IDENTIFIED INSTITUTIONAL RACISM, STRICT REQUIREMENTS FOR CERTIFICATION AND LICENSURE, NO ACCESS TO LICENSURE EXAMINATIONS, A LACK OF INFORMATION DISSEMINATION SYSTEMS, A LACK OF SCHOLARSHIP AND FINANCIAL ASSISTANCE, CULTURAL AND LANGUAGE DIFFERENCES OF ASIAN AMERICANS, A LACK OF FEDERAL AND/OR STATE GOVERNMENTAL INTERVENTION, QUOTA RESTRICTIONS, INADEQUATE RESOURCES TO ATTRACT ASIAN AMERICAN HEALTH PROFESSIONALS TO SERVE IN ASIAN AMERICAN COMMUNITIES, AND INADEQUATE RESOURCES TO PROVIDE TRAINING. PROGRAM OBJECTIVES AND RECOMMENDATIONS TO IMPROVE THE STATUS OF ASIAN AMERICANS ARE OUTLINED.
NTIS: HRP-0015471/6ST NTIS PRICES PC A02/MF A01

2191 IDENTIFICATION OF PROBLEMS IN ACCESS TO HEALTH SERVICES AND HEALTH CAREERS FOR ASIAN AMERICANS. VOLUME II MAIN TEXT 31 JUL 76
LIEU, GEOFFREY:KIM, JAE W.:BOFAS, KEN:THOMPSON, THEODORE:WAN, THOMAS
JWK INTERNATIONAL CORP., ANNANDALE, VA.*HEALTH RESOURCES ADMINISTRATION, ROCKVILLE, MD. OFFICE OF HEALTH RESOURCES OPPORTUNITY.
CONTRACT NO. PHS-HRA-230-75-0193
NOTES: 142P
HEALTH CARE DELIVERY, HRP/CDA, HRP/ZM, HRP/JC, HRP/CH, HRP/RC3, HRP/MCAF, HRP/MCAE, HRPGEO/YUS, HRPGEO/YDC, HRPOCC/X, HEALTH CARE UTILIZATION, ASIAN AMERICANS, CAREER DEVELOPMENT, NTISHRANHP
BARRIERS TO HEALTH SERVICE DELIVERY AND HEALTH DEVELOPMENT ARE DISCUSSED IN A STUDY UNDERTAKEN TO IDENTIFY ACCESS PROBLEM CONFRONTING ASIAN AMERICANS IN HEALTH SERVICE UTILIZATION AND HEALTH CAREER DEVELOPMENT, ANALYZE IDENTIFIED ACCESS PROBLEMS, DEVELOP PROGRAM OBJECTIVES, AND DEVISE PROGRAM STRATEGIES TO ACHIEVE THOSE OBJECTIVES. FOUR ASIAN AMERICAN GROUPS WHO RESIDE IN THE WASHINGTON, D.C. AREA WERE STUDIED CHINESE, JAPANESE, KOREAN, AND PHILIPINO. SOCIOECONOMIC AND HEALTH-RELATED CHARACTERISTICS OF ASIAN AMERICANS ARE EXAMINED. IT IS POINTED OUT THAT THEIR SOCIOECONOMIC AND HEALTH CARE NEEDS ARE NOT ADEQUATELY MET AND THAT THEY EXPERIENCE DISCRIMINATORY ATTITUDES. STRUCTURAL, INTELLECTUAL, SOCIAL, AND ECONOMIC BARRIERS TO THE RECEIPT OF HEALTH SERVICES AND HEALTH CAREER DEVELOPMENT ARE DETAILED. PROGRAM OBJECTIVES AND RECOMMENDATIONS TO IMPROVE THE STATUS OF ASIAN AMERICANS ARE OUTLINED. THE MOST SIGNIFICANT ACCESS PROBLEMS ARE NOTED AS INSTITUTIONAL RACISM, A LACK OF BILINGUAL - BICULTURAL ASIAN AMERICAN HEALTH CARE PROVIDERS, A FINANCIAL SHORTAGE OF ASIAN AMERICAN COMMUNITY HEALTH CARE FACILITIES, PROVIDER INSENSITIVITY TO THE SOCIOPSYCHOLOGICAL AND CULTURAL CHARACTERISTICS OF ASIAN AMERICANS, CATCHMENT AREA CONFINEMENT, AND PROVIDER COMMUNICATION AND LANGUAGE INADEQUACIES. FACTORS WHICH IMPEDE THE ACCESS OF ASIAN AMERICANS TO HEALTH CAREERS ARE ALSO DELINEATED. A BIBLIOGRAPHY IS PROVIDED.
NTIS: HRP-0015470/8ST NTIS PRICES PC A07/MF A01

2192 THE IDENTIFICATION OF TRAINING NEEDS JUN 71
BOYDELL, T. H.
BACIE JOURNAL:25:2:53-61
EVALUATION METHODS, INDUSTRIAL TRAINING, JOB ANALYSIS, JOB SATISFACTION, MOTIVATION, NEEDS, WORK ATTITUDES, GREAT BRITAIN
DISCUSSES TRAINING NEEDS AT ORGANIZATIONAL LEVEL, OCCUPATIONAL LEVEL AND INDIVIDUAL LEVEL. INCLUDES TABLES, CHARTS, DATA AND CASES. (EDITOR/RB)
ERIC: EJ039179

2193 IDENTIFYING DETERMINANTS OF RETENTION DECISIONS 1977
LA ROCCO, J. M.;PUGH, W. M.;GUNDERSON, E. K. ERIC
NAVAL HEALTH RESEARCH CENTER SAN DIEGO CALIF
NOTES: F51524
NAVAL PERSONNEL, REENLISTMENT, NTISDOOXR
VARIABLES FROM FIVE DOMAINS--DEMOGRAPHY, SOCIAL BACKGROUND, SERVICE HISTORY, SATISFACTION, AND PERFORMANCE--WERE USED IN A DISCRIMINANT ANALYSIS APPROACH TO DISTINGUISHING THREE GROUPS OF NAVAL PERSONNEL THOSE ELIGIBLE TO REENLIST WHO DO, THOSE ELIGIBLE WHO DO NOT, AND THOSE NOT ELIGIBLE. DISCRIMINANT WEIGHTS WERE DERIVED FROM A SAMPLE OF 642 FIRST-TERM ENLISTED MEN AND CROSS-VALIDATED ON A SAMPLE OF 625. THE RESULTS INDICATED THAT BOTH PRE-SERVICE CHARACTERISTICS (DEMOGRAPHY AND SOCIAL BACKGROUND) AND IN-SERVICE EXPERIENCES (SERVICE HISTORY, SATISFACTION, AND PERFORMANCE) CONTRIBUTED IMPORTANTLY TO PREDICTION OF ATTRITION/RETENTION. POTENTIAL USEFULNESS OF THIS METHOD, INCLUDING IMPLICATIONS FOR BETTER UNDERSTANDING AND CONTROL OF MANPOWER TURNOVER WERE DISCUSSED.
NTIS: AD-A046 431/3ST NTIS PRICES PC A02/MF A01

2194 IDENTIFYING MANAGERIAL TALENT IN WOMEN 1976
BRAY, D.W.
ATLANTA ECONOMIC REVIEW, VOL.26, NO.2, MARCH-APRIL 1976, P. 38-43. BIBLIOG. 15
AFFIRMATIVE ACTION, ASSESSMENT CENTER, CAREER DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT DEVELOPMENT, PERFORMANCE, WOMEN IN BUSINESS
EXPERIENCE WITH THE ASSESSMENT CENTER METHOD OF EVALUATING MANAGERIAL TALENT IN THE BELL SYSTEM INDICATES THAT IT IS A VALUABLE AID IN FACILITATING THE DEVELOPMENT OF CAPABLE WOMEN.
MGMT: ATR76C0038

2195 IDENTIFYING ON-THE-JOB BEHAVIORAL MANIFESTATIONS OF DRUG ABUSE A GUIDE FOR WORK SUPERVISORS. OCT 71
REINISH, HAROLD
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 59P.
BEHAVIOR PATTERNS, DRUG ABUSE, DRUG ADDICTION, DRUG EDUCATION, LYSERGIC ACID DIETHYLAMIDE, MANUALS, MARIHUANA, NARCOTICS, PHYSICAL CHARACTERISTICS, SOCIALLY DEVIANT BEHAVIOR, STIMULANTS
WHILE EXTENSIVE MATERIALS EXIST REGARDING TYPES OF DRUGS AND MOTIVATIONS OF USERS, THE JOB SUPERVISOR, TRAINER AND TEACHER STILL LACKS INFORMATION ON HOW TO RECOGNIZE THE BEHAVIORAL MANIFESTATIONS OF DRUG ABUSE IN AN EDUCATIONAL AND/OR WORK SETTING. THE MANUAL, THROUGH DETAILED VIGNETTES AND QUESTIONS ADDRESSED TO THE READER, DEALS WITH VARIOUS TYPES OF DRUGS AND THEIR RESPECTIVE BEHAVIORAL MANIFESTATION. IT ATTEMPTS TO PRESENT SITUATIONS THAT ARE MEANINGFUL TO AND RECOGNIZABLE BY THE READER. THE HOPE IS THAT, (A) THEN THE DRUG USER MAY BE CONFRONTED AND DISSUADED FROM CONTINUING BEFORE ADDICTION SETS IN, AND (B) HIS EARLY REFERRAL TO SUITABLE TREATMENT MODALITIES CAN BE EFFECTED. (NTIS)
ERIC: ED081998 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-211 731, MF $1.45, HC $4.50)

2196 IDENTIFYING THE TRAINING NEEDS OF MINORITY SUPERVISORY PERSONNEL 1977
NWACUKWU, C.C.
PERSONNEL JOURNAL, VOL.56, NO.8, AUG 1977, P. 405-406. BIBLIOG. 3
AFFIRMATIVE ACTION, EMPLOYEE RELATIONS, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, MANAGEMENT TRAINING, MINORITIES, MINORITIES IN BUSINESS, PERSONNEL MANAGEMENT, SUPERVISION, TRAINING AND DEVELOPMENT
A SURVEY WAS CONDUCTED TO ANALYZE THE PERFORMANCE OF MINORITY SUPERVISORY PERSONNEL IN INDUSTRY, GOVERNMENT AND EDUCATION, AND TO DETERMINE WHAT ADDITIONAL TRAINING, IF ANY, MIGHT BE NEEDED. THE RESULTS SUGGEST THAT SAID PERSONNEL NEED TRAINING IN ORGANIZATIONAL BEHAVIOR, WHILE UPPER-ECHELON, CAUCASIAN, MORE EXPERIENCED, OLDER AND BETTER EDUCATED MANAGERS SHOULD PARTICIPATE IN PROGRAMS DESIGNED TO FOSTER BETTER INTERPERSONAL RELATIONSHIPS WITH MINORITY SUPERVISORS.
MGMT: PEJ77H0405

2197 IDLE HANDS IN THE DEVILS WORKSHOP JAN 71
MCGEE, RICHARD A.
MANPOWER:3:1:32-37
CORRECTIONAL EDUCATION, CORRECTIVE INSTITUTIONS, CRIMINALS, MANPOWER UTILIZATION, PRODUCTIVITY, WORK EXPERIENCE PROGRAMS
THIS SPECIAL ISSUE OF MANPOWER IS ENTITLED MAKING PRISON TRAINING WORK. (BH)
ERIC: EJ031971

2198 IF AT FIRST THEY DONT SUCCEED...YOUNGSTERS WHO FAIL AT JOBS GO BACK FOR MORE TRAINING AUG 70
MANPOWER:2:8:8-12
DISADVANTAGED YOUTH, DROPOUT REHABILITATION, DROPOUT TEACHING, OFFICE OCCUPATIONS EDUCATION, VOCATIONAL TRAINING CENTERS, WORK EXPERIENCE PROGRAMS, CINCINNATI CLERICAL CO-OP, NEIGHBORHOOD YOUTH CORPS
DROPOUTS, SOME WITH POLICE RECORDS, ARE TRAINED FOR CLERICAL WORK WHILE WORKING PARTTIME. UNSUCCESSFUL TRAINEES ARE RECYCLED UNTIL THEY RECEIVE A PERMANENT JOB. (BH)
ERIC: EJ024612

2199 ILLEGAL MIGRATION FROM MEXICO TO THE UNITED STATES A LONGITUDINAL ANALYSIS SPR 75
FRISBIE, PARKER
INTERNATIONAL MIGRATION REVIEW:9:1:3-14
MEXICANS, MIGRATION PATTERNS, MIGRANT WORKERS, EMPLOYMENT PATTERNS, ECONOMIC FACTORS, AGRICULTURAL PRODUCTION, AGRICULTURAL TRENDS, LABOR ECONOMICS, BUSINESS CYCLES, LONGITUDINAL STUDIES
A LONGITUDINAL ANALYSIS ENCOMPASSING THE PERIOD 1946 THROUGH 1965, RELATES THE CHANGES IN MIGRATION RATES OF ILLEGAL MIGRANTS FROM MEXICO TO THE UNITED STATES TO CHANGES IN CERTAIN PREDICTOR VARIABLES (FARM WAGES AND AGRICULTURAL PRODUCTIVITY IN BOTH THE U.S. AND MEXICO, AGRICULTURAL COMMODITY PRICES IN MEXICO, AND RATE OF CAPITAL INVESTMENT IN THE U.S.). THE FLOW OF ILLEGAL MEXICAN ALIENS WAS FOUND TO BE CLEARLY AFFECTED BY CHANGES IN THE RELATIVE VIGOR OF AGRICULTURAL ENTERPRISE IN THE TWO COUNTRIES. (EH)
ERIC: EJ118519

2200 ILLUSTRATOR (PROFESS. + KIN.) 141.081--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUL 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, ART EDUCATION, COMMERCIAL ART, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, ILLUSTRATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068566

2201 IMMIGRANT SCIENTISTS AND ENGINEERS IN THE UNITED STATES. A STUDY OF CHARACTERISTICS AND ATTITUDES. FEB 73
NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.
NOTES: 101P.; MARGINAL LEGIBILITY DUE TO SMALL PRINT AND SHADED CHARTS
ENGINEERS, IMMIGRANTS, INDIVIDUAL CHARACTERISTICS, MANPOWER UTILIZATION, RESEARCH, SCIENCE EDUCATION, SCIENTISTS, SURVEYS, NATIONAL SCIENCE FOUNDATION, NSF
THE IMMIGRATION OF APPROXIMATELY 57,000 SCIENTISTS AND ENGINEERS TO THE UNITED STATES DURING THE 1966-70 PERIOD PROMPTED QUESTIONS AS TO THE BENEFIT TO THE UNITED STATES, THE IMPLICATIONS FOR COUNTRIES OF ORIGIN, AND THE REASONS BEHIND THE MOVEMENT. THIS REPORT IS A BROAD SURVEY OF IMMIGRANT SCIENTISTS AND ENGINEERS CONDUCTED BY THE NATIONAL SCIENCE FOUNDATION AND IS ESSENTIALLY DIVIDED INTO TWO PARTS. SECTION 1 DISCUSSES THE IMMIGRANTS APPRAISALS OF 17 FACTORS DEEMED CRITICAL IN LEADING TO THE IMMIGRATION OF SCIENTISTS AND ENGINEERS TO THE UNITED STATES. SECTION 2 DISCUSSES HOW THE IMMIGRANTS VIEWS OF KEY ASPECTS OF LIVING AND WORKING IN THE UNITED STATES RELATIVE TO THEIR COUNTRY OF ORIGIN (E.G., SOCIAL CONDITIONS AND ECONOMIC BENEFITS) HAVE CHANGED SINCE THEIR ENTRY INTO THE UNITED STATES. COMPLETE TECHNICAL NOTES, STATISTICAL TABLES, REPRODUCTION OF COVERING LETTER, QUESTIONNAIRE AND A LIST OF OCCUPATIONS ARE ALSO INCLUDED. (AUTHOR/BR)
ERIC: ED108848 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NUMBER 3800-00143, $1.25, DOMESTIC POSTPAID; $1.00, GPO BOOKSTORE); ERIC/SMEAC, OHIO STATE UNIVERSITY, 400 LINCOLN TOWER, COLUMBUS, OHI

2202 IMPACT ANALYSIS OF MDTA (MANPOWER DEVELOPMENT AND TRAINING ACT) PROJECT TRANSITION AUG 73
BERRY, DALE W.;VAN DRESSER, STEVEN L.;SANDUSKY, NANCY;ADCOCK, LARRY
KIRSCHNER ASSOCIATES, INC., ALBUQUERQUE.
CONTRACT NO. DL-43-1-007-35
NOTES: FINAL REPT. JAN-AUG 73 201P
MANPOWER UTILIZATION, MILITARY PERSONNEL, PERSONNEL DEVELOPMENT, PROJECTS, MANPOWER DEVELOPMENT PROGRAMS, MANPOWER TRANSITION PROJECT, PREDISCHARGE TRAINING, VETERANS, ENLISTED PERSONNEL, OMPER
THE REPORT CONSTITUTES A NATIONAL EVALUATION OF MDTA PROJECT TRANSITION AND PROVIDES AN

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2202 ANALYSIS OF THE IMPACT OF THE MDTA TRANSITION PROGRAM ON PARTICIPANTS WHO ENTERED THE PROGRAM BETWEEN FEBRUARY 1971 AND JUNE 1972. IT ASSESSES THE NET IMPACT OF MDTA TRANSITION ON TRAINEES IN TERMS OF POST-MILITARY LABOR MARKET BEHAVIOR AND SUCCESS. THE STUDY WAS NATIONWIDE IN SCOPE AND INCLUDES A RANDOMLY SELECTED SAMPLE OF VETERANS TRAINED IN MDTA TRANSITION AND A SAMPLE COMPARISON GROUP OF VETERANS WHO DID NOT PARTICIPATE IN THE PROGRAM. IN ALL, OVER 3,000 PERSONAL INTERVIEWS WERE CONDUCTED.
NTIS: PB-224 815/1 NTIS PRICES PC$5.50/MF$1.45

2203 AN IMPACT EVALUATION OF THE WORK INCENTIVE PROGRAM. VOLUME II DATA ANALYSES AND FINDINGS. FINAL REPORT. 15 SEP 72
AUERBACH CORP., PHILADELPHIA, PA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 249P.
ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB TRAINING, LABOR FORCE, MANPOWER DEVELOPMENT, PARTICIPANT CHARACTERISTICS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, STATISTICAL DATA, VOCATIONAL DEVELOPMENT, VOCATIONAL REHABILITATION, WIN, WORK INCENTIVE PROGRAM
THE SECOND OF A 2-VOLUME STUDY, THIS DOCUMENT CONTAINS A DETAILED ANALYSIS OF THE NATIONAL WORK INCENTIVE PROGRAM (WIN) ENROLLEE POPULATION. DESCRIBED ARE CHARACTERISTICS AND EXPERIENCES OF THE ENROLLEES BEFORE, DURING, AND AFTER THEIR PARTICIPATION IN WIN. A FEDERALLY FUNDED EMPLOYMENT PROGRAM, WIN PROVIDES REINFORCEMENTS FOR VOCATIONAL TRAINING AND PLACEMENT FOR SOCIO-ECONOMICALLY DISADVANTAGED PERSONS. VOLUME I OF THE STUDY IS AVAILABLE AS VT 020 109. (AUTHOR/SN)
ERIC: ED078144 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 212 986, MF $1.45, HC $3.00)

2204 AN IMPACT EVALUATION OF THE WORK INCENTIVE PROGRAM. VOLUME I. MAJOR CONCLUSIONS AND FINDINGS. 15 SEP 72
AUERBACH CORP., PHILADELPHIA, PA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 131P.
ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, MOTIVATION, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, VOCATIONAL DEVELOPMENT, AFDC, AID TO FAMILIES WITH DEPENDENT CHILDREN, WIN, WORK INCENTIVE PROGRAM
THIS STUDY IS ONE OF TWO CONTAINING THE FINDINGS AND SUMMARY OF AN EVALUATION OF THE WORK INCENTIVE PROGRAM (WIN). A NATIONAL SURVEY, INVOLVING 50 PROJECTS, THE STUDY FOCUSES ON THREE ASPECTS OF THE PROGRAM WHICH INCLUDE (1) THE DEGREE TO WHICH THE WIN POPULATION REPRESENTS THE AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC) POPULATION, (2) THE DEGREE TO WHICH WIN ENROLLEES BECOME ECONOMICALLLY SELF-SUFFICIENT, AND (3) THE DEGREE TO WHICH THE WIN PROGRAM CONTRIBUTES TO THE ECONOMIC SELF-SUFFICIENCY OF ENROLLEES. (AUTHOR/SN)
ERIC: ED078135 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 212 985, MF $1.45, HC $3.00)

2205 THE IMPACT OF AGE AND EDUCATION ON THE EFFECTIVENESS OF TRAINING: A BENEFIT-COST ANALYSIS. 70
GUBINS, SAMUEL
JOHNS HOPKINS UNIV., BALTIMORE, MD.
NOTES: 224P.; PH.D. THESIS
ACADEMIC ACHIEVEMENT, AGE DIFFERENCES, COST EFFECTIVENESS, DISADVANTAGED GROUPS, DOCTORAL THESES, ECONOMICS, EDUCATIONAL PROGRAMS, INTERVIEWS, INVESTIGATIONS, MANPOWER DEVELOPMENT, TRAINING, UNEMPLOYED, UNSKILLED WORKERS, MANPOWER DEVELOPMENT AND TRAINING ACT
THE STUDY EXAMINES THE MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) INSTITUTIONAL TRAINING OF THE UNEMPLOYED USING BENEFIT COST ANALYSIS TO DETERMINE THE IMPACT OF A CHANGING CLIENTELE ON THE ECONOMIC EFFICIENCY OF TRAINING AND THE EFFECTS OF AGE AND PREVIOUS EDUCATION ON THE BENEFITS AND COSTS OF TRAINING. USING A SAMPLE OF TRAINEES SELECTED FROM THE MARYLAND STATE EMPLOYMENT SERVICES, BENEFITS AND COSTS WERE COMPUTED FOR THE TRAINEE, THE GOVERNMENT, AND THE ECONOMY. DATA WERE OBTAINED THROUGH PERSONAL INTERVIEWS. THE BENEFIT COST ANALYSIS REVEALED THAT MDTA WAS ECONOMICALLY EFFICIENT, DESPITE THE CHANGE IN CLIENTELE FROM THE TECHNOLOGICALLY DISPLACED TO THE HARD CORE UNEMPLOYED; THERE WAS SIGNIFICANTLY HIGHER PAYOFF FROM TRAINING TO THE ECONOMY FOR TRAINEES WITH UNDER NINE YEARS OF EDUCATION; TRAINING PAYOFFS FOR YOUTH WERE SIGNIFICANTLY GREATER THAN FOR THOSE 21 YEARS OR OVER; AND TRAINING PROGRAMS WERE FINANCIALLY WORTHWHILE FOR THE TRAINEE. (AUTHOR/PT)
ERIC: ED048525 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN, 48106, (ORDER NO. 70-26-753, MF $4.00, XEROGRAPHY $10.00)

2206 THE IMPACT OF CAP UNDER LABOR FORCE PARTICIPATION AND EMPLOYMENT OF MEMBERS OF THE POVERTY POPULATION 1969
GILLINGHAM, J. B.
WASHINGTON UNIV., SEATTLE. SOCIAL CHANGE EVALUATION PROJECT.
CONTRACT NO. OEO-1375
NOTES: FINAL RESEARCH REPT. JUN 66-OCT 68 193P
URBAN AREAS, EMPLOYMENT, NEGROES, POVERTY GROUPS, COMMUNITY ACTION PROGRAMS, CAP(COMMUNITY ACTION PROGRAMS)
THE BASIC CONCEPT UNDERLYING THE NEW CAREERS PROGRAM APPEARS TO BE SOUND AND THE PROGRAM

(CONT.)

2206 IS PROMISING ON THE BASIS OF EXPERIENCE THUSFAR. IN ITS FIRST YEAR, IT HAS SUCCEEDED IN RECRUITING SUBSTANTIAL NUMBERS OF SERIOUSLY DISADVANTAGED AND POORLY UTILIZED PEOPLE AND IN HOLDING THEM IN TRAINING PROGRAMS WHICH HAVE HIGH PROBABILITY OF APPRIPRIATE PLACEMENT UPON COMPLETION. ONE LIMITATION THUSFAR HAS BEEN THE LIMITED SUCCESS IN DEVELOPING PROGRAMS FOR MEN. THERE ARE DIFFICULTIES ON BOTH THE DEMAND AND THE SUPPLY SIDE. A SECOND BASIC QUESTION, ESSENTIALLY A POLICY QUESTION, CONCERNS THE LEVEL OF MINIMUM REQUIREMENTS OR CRITERIA FOR ENTRY JOBS AND CAREER LADDERS. THE GENERAL ISSUE IS EXEMPLIFIED BY THE HEALTH AIDE PROGRAM IN SEATTLE NEW CAREERS. A THIRD VITAL PROBLEM INVOLVES THE RESOURCEFULNESS AND EFFECTIVENESS OF THE TRAINING ACTIVITIES OF THE PARTICIPATING AGENCIES.

NTIS: PB-184 525 CFSTI PRICES HC$6.00 MF$0.95

2207 THE IMPACT OF CETA ON INSTITUTIONAL VOCATIONAL EDUCATION. DEC 74
ANDERSON, ROBERT;ROZANSKY, ROSA D.
NATIONAL LEAGUE OF CITIES, WASHINGTON, D.C.; UNITED STATES CONFERENCE OF MAYORS, WASHINGTON, D. C. NATIONAL ADVISORY COUNCIL ON VOCATIONAL EDUCATION, WASHINGTON, D.C.
CONTRACT NO. OEC-0-74-7481
NOTES: 71P.; FOR A RELATED DOCUMENT SEE CE 009 881
COOPERATIVE PLANNING, DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, FEDERAL STATE RELATIONSHIP, PROGRAM ADMINISTRATION, PROGRAM EFFECTIVENESS, STATE AGENCIES, STATE AID, SURVEYS, VOCATIONAL EDUCATION, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT

THIS 1974 REPORT CONTAINS A SUMMARY AND ANALYSIS OF DATA COLLECTED FROM A SURVEY OF 100 CITY PRIME SPONSORS TO DETERMINE THE IMPACT OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 (CETA) ON THE VOCATIONAL EDUCATION SYSTEM BASED ON CETAS FIRST YEAR IN OPERATION. SOME OF THE BASIC CONCLUSIONS PRESENTED (AS DERIVED FROM DATA RECEIVED) ARE (1) CETA IS NOT SIGNIFICANTLY IMPACTING ON INSTITUTIONAL VOCATIONAL EDUCATION--AT BEST THE SYSTEM IS MERELY BEING MAINTAINED AS IT EXISTED UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT AND THE EQUAL OPPORTUNITY ACT, (2) THERE EXISTS A GREAT DEAL OF CONFUSION AND LACK OF UNDERSTANDING AMONG LOCAL PRIME SPONSORS DUE TO THE LACK OF DIRECT INVOLVEMENT PRIOR TO CETA, (3) THE COMMUNICATION BETWEEN STATES AND LOCAL PRIME SPONSORS NEEDED FOR CETA TO POSITIVELY IMPACT ON VOCATIONAL EDUCATION IS INADEQUATE, (4) CETA TITLE I MONEY IS NOT BEING USED TO ANY LARGE EXTENT TO INCREASE THE TRAINING BEING PROVIDED AT EXISTING VOCATIONAL EDUCATION INSTITUTIONS, (5) THE SYSTEM OF NEGOTIATING NONFINANCIAL AGREEMENTS WITH THE STATE FOR THE PROVISION OF VOCATIONAL EDUCATION TRAINING AND SERVICES THROUGH THE USE OF THE 5(SUPPLEMENTAL VOCATIONAL EDUCATION FUNDS OFTEN DOES NOT AFFORD LOCAL PRIME SPONSORS ADEQUATE FLEXIBILITY, (6) THE CETA RULES AND REGULATIONS ARE VAGUE REGARDING ALLOCATION OF THE 5(SUPPLEMENTAL VOCATIONAL EDUCATION FUNDS WITHIN THE STATES, AND (7) THE CONFUSION, COMPLEXITY, AND RESTRICTION OF LOCAL PRIME SPONSOR FLEXIBILITY HAS RESULTED IN FRUSTRATION AMONG MANY LOCAL PRIME SPONSORS AND HAS MADE IT DIFFICULT FOR THE 5(SUPPLEMENTAL VOCATIONAL EDUCATION FUNDS TO IMPACT IN LOCAL JURISDICTIONS. THE APPENDIX INCLUDES CITY PROFILE DATA FOR 100 CITIES SELECTED FOR SURVEYING, LIST OF CITIES INCLUDED IN ANALYSIS, SURVEY INSTRUMENT, AND SIGNATURE SHEET AND INSTRUCTIONS FOR COMPLETING THE NONFINANCIAL AGREEMENT. (HD)

ERIC: ED134792

2208 THE IMPACT OF CETA ON INSTITUTIONAL VOCATIONAL EDUCATION. AN UPDATE, 1976. JUL 76
ANDERSON, ROBERT;ROZANSKY, ROSA D.
NATIONAL LEAGUE OF CITIES, WASHINGTON, D.C.; UNITED STATES CONFERENCE OF MAYORS, WASHINGTON, D. C. NATIONAL ADVISORY COUNCIL ON VOCATIONAL EDUCATION, WASHINGTON, D.C.
CONTRACT NO. 300-75-0340
NOTES: 71P.; FOR A RELATED DOCUMENT SEE CE 009 890
COOPERATIVE PLANNING, DISADVANTAGED GROUPS, EDUCATIONAL LEGISLATION, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, FEDERAL STATE RELATIONSHIP, PROGRAM ADMINISTRATION, PROGRAM EFFECTIVENESS, STATE AGENCIES, STATE AID, SURVEYS, VOCATIONAL EDUCATION, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT

AFTER NOTING THAT THE STUDY RESULTS OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACTS (CETA) FIRST YEAR OF OPERATION COMMENTED ON THE ISSUE OF COOPERATIVE EFFORTS BETWEEN CETA PRIME SPONSORS AND THE VOCATIONAL EDUCATION SYSTEM, THE STUDY OF CETAS SECOND YEAR OF IMPLEMENTATION REEXAMINED THE SAME ISSUE USING THE 100 PRIME SPONSORS WHO WERE QUERIED IN THE ORIGINAL STUDY (THE IMPACT OF CETA ON INSTITUTIONAL VOCATIONAL EDUCATION). SEVENTY-FOUR PERCENT RESPONDED. SOME OF THE CONCLUSIONS FROM ANALYZING RESPONSES WERE (1) OVER 50(OF THE PRIME SPONSORS INCLUDED IN THIS STUDY REPORTED MORE EFFECTIVE WORKING RELATIONSHIPS WITH THEIR RESPECTIVE VOCATIONAL EDUCATION COMMUNITIES IN FY 1976, (2) IMPROVED WORKING RELATIONSHIPS GENERALLY DID NOT RESULT IN INCREASED CETA TITLE I FUNDING OF INSTITUTIONAL VOCATIONAL EDUCATION, (3) THE ALLOWABLE USES OF THE 5(VOCATIONAL EDUCATION FUNDS ARE STILL CAUSING PROBLEMS BETWEEN PRIME SPONSORS AND VOCATIONAL EDUCATION IN NEGOTIATING NONFINANCIAL AGREEMENTS, (4) DIFFERENCES IN PHILOSOPHY AND THE CONTINUATION OF TURF PROTECTION ARE THE LARGEST COORDINATION PROBLEMS THAT EXIST AT THE LOCAL LEVEL BETWEEN THE VOCATIONAL EDUCATION SYSTEM AND THE CETA SYSTEM, AND (5) THE MAIN LOCAL INCENTIVE FOR INCREASED COORDINATION BETWEEN THE VOCATIONAL EDUCATION COMMUNITY AND CETA PRIME SPONSORS IS CETA MONEY. THIS REPORT DISCUSSES THE RATIONALE OF THE SURVEY DESIGN, ANALYSIS OF SURVEY RESPONSES (WHICH COVERS PROGRAM ADMINISTRATION, PROGRAM OPERATIONS, AND PROGRAM COORDINATION), AND CONCLUSIONS. THE APPENDIXES INCLUDE THE LEGISLATIVE UPDATE, LIST OF CITIES INCLUDED IN THE ANALYSIS, SURVEY INSTRUMENT, AND THE SIGNATURE SHEET AND INSTRUCTIONS FOR COMPLETING THE NONFINANCIAL AGREEMENT. (HD)

ERIC: ED134793

2209 THE IMPACT OF CUTS IN DEFENSE SPENDING 1976
BUSINESS WEEK, NO.2415, JAN 19, 1976, P. 51-52.
BUDGETARY CONTROL, DEFICIT, ECONOMETRICS, ECONOMIC RECOVERY, ECONOMIC THEORY, ECONOMICS, GNP, GOVERNMENT SPENDING, INDUSTRY ANALYSIS, MACROECONOMICS, MILITARY, UNEMPLOYMENT
EFFECTS OF CUTS IN DEFENSE BUDGETS CAN BE SEEN IN NATIONAL SECURITY AND ECONOMY, AND THE GNP AND EMPLOYMENT SUFFER. INDUSTRIES USE DEFENSE SPENDING AS A CUSHION FOR EXCESS CAPACITY. ECONOMISTS FAVOR SPENDING AS MUCH AS IS NEEDED ON DEFENSE AND ADJUSTING THE ECONOMY, BUT NOT USING THE BUDGET AS AN ECONOMIC PROP.
MGMT: BWE76A1951

2210 THE IMPACT OF DEMOGRAPHIC CHANGE ON THE DISTRIBUTION OF EARNED INCOME AND THE AFDC PROGRAM 1975-1985 21 MAY 76
WERTHEIMER, RICHARD F. II;ZEDLEWSKI, SHEILA R.
URBAN INST., WASHINGTON, D.C. OFFICE OF THE ASSISTANT SECRETARY FOR PLANNING AND EVALUATION (HEW), WASHINGTON, D.C. OFFICE OF INCOME SECURITY POLICY/RESEARCH.
GRANT NO. DHEW/ASPE-014A-7501-P2021
NOTES: FINAL REPT. JUN 75-APR 76 100P
SOCIAL WELFARE, ECONOMIC FORECASTING, FEDERAL ASSISTANCE PROGRAMS, AID TO FAMILIES WITH DEPENDENT CHILDREN, FEMALE FAMILY HEADS, LABOR FORCE, DYNAMIC SIMULATION OF INCOME MODEL, MARRIAGE RATE, DIVORCE RATE, BIRTH RATE, NTISHEWASP
THIS PAPER FORECASTS COSTS AND CASELOADS OF THE AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC) PROGRAM THROUGH 1985 UNDER DIFFERING DEMOGRAPHIC AND ECONOMIC ASSUMPTIONS. AS A BY-PRODUCT, FORECASTS FOR 1985 ARE MADE OF THE POPULATION, NUMBER OF FAMILIES, AVERAGE FAMILY SIZE, NUMBER OF FEMALE-HEADED FAMILIES, LABOR FORCE BY SEX FOR PERSONS AND FAMILIES, AND DISTRIBUTION OF FAMILY INCOME BY TYPE OF FAMILY. THE URBAN INSTITUTE DYNAMIC SIMULATION OF INCOME MODEL (DYNASIM) IS THE MAJOR ANALYTICAL TOOL. MAJOR FINDINGS ARE THAT THE GROWTH OF THE AFDC CASELOAD WILL DEPEND CRUCIALLY ON THE BIRTH RATE, MARRIAGE RATE, AND DIVORCE RATE, AND MAY RANGE BETWEEN ZERO AND 50 PER CENT DEPENDING ON TRENDS IN FAMILY STABILITY. THE NUMBER OF FAMILIES WITH LOW INCOMES IS HIGHLY SENSITIVE TO THE DIVORCE RATE. THE NUMBER OF FAMILIES HEADED BY WOMEN IS LIKELY TO GROW UNDER A WIDE RANGE OF ASSUMPTIONS.
NTIS: PB-256 415/1ST NTIS PRICES PC$5.00/MF$3.00

2211 THE IMPACT OF EXTENDING MINIMAL WAGES TO PRIVATE HOUSEHOLD WORKERS. OCT 71
MATTILA, J. PETER
OHIO STATE UNIV., COLUMBUS. RESEARCH FOUNDATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 45P.
ATTENDANTS, DOMESTICS, LABOR FORCE, LABOR MARKET, MAIDS, MINIMUM WAGE, MINIMUM WAGE LEGISLATION
THIS STUDY ANALYZED THE POTENTIAL IMPACT OF AN EXTENSION OF MINIMUM WAGE LEGISLATION TO COVER HOUSEHOLD MAIDS AND SERVANTS. THROUGH EMPIRICAL ANALYSIS OF LONGITUDINAL LABOR MARKET SURVEY DATA ON WOMEN AGED 14-24 AND 30-44, AND CONSUMER PRICE SURVEY DATA, THE STUDY CONCLUDED THAT THE 1971 HOURLY EARNINGS OF APPROXIMATELY ONE-HALF OF ALL MAIDS AMOUNTS TO LESS THAN $1.40, AND PREDICTED THAT IF LEGISLATION WERE ENACTED IN 1971 RAISING THEIR MINIMUM WAGE TO $1.60 PER HOUR, THE EFFECTIVE DEMAND FOR MAIDS WOULD BE REDUCED BY 40%. THE REPORT POINTED OUT THAT DOMESTICS WAGES HAVE RISEN VERY RAPIDLY, HAVE LED TO A SUBSTANTIAL DECLINE IN DOMESTIC EMPLOYMENT, AND THAT IN 1970 THERE WERE ONLY ABOUT ONE-FIFTH AS MANY MAIDS PER HOUSEHOLD AS IN 1900. (NTIS)
ERIC: ED081911 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-204 595, MF $1.45, HC $3.00)

2212 THE IMPACT OF FEDERAL ANTIPOVERTY POLICIES. 73
BRECHER, CHARLES
NOTES: 129P.
DATA COLLECTION, DISADVANTAGED GROUPS, FEDERAL AID, FEDERAL PROGRAMS, JOB TRAINING, ORGANIZATIONS (GROUPS), POLICY FORMATION, POLITICAL INFLUENCES, POLITICAL POWER, POVERTY PROGRAMS, POVERTY RESEARCH, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, UNEMPLOYMENT, VOCATIONAL EDUCATION, ECONOMIC OPPORTUNITY ACT, EOA, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA
AUTHORED BY A POLITICAL SCIENTIST, THE STUDY FOCUSES ON THE IMPACT OF TWO ALTERNATIVE POLICIES, POLITICAL STRATEGY AND SERVICE STRATEGY, DESIGNED TO DEAL WITH THE PROBLEM OF POVERTY IN AMERICAN SOCIETY. THE CENTRAL CONCERN IS THE EFFECT OF THE POLICIES ON THE POOR. THE SERVICE STRATEGY ASSUMES THAT THE POOR DIFFER FROM THE MAJORITY IN INDIVIDUAL DEFICIENCEIS, SUCH AS UNEMPLOYMENT; VOCATIONAL TRAINING IS A PRIMARY COMPONENT. POLITICAL STRATEGY ASSUMES THE POOR ARE LACKING IN POLITICAL POWER AND NEED ORGANIZATIONAL SUPPORT TO REPRESENT THEIR INTERESTS. THE FIRST ANALYSIS IS OF THE MANPOWER DEVELOPMENT AND TRAINING ACT (1962) AND ITS TRANSFORMATION INTO AN ANTIPOVERTY PROGRAM. THE SECOND ANALYSIS IS OF THE ECONOMIC OPPORTUNITY ACT (1964), PARTICULARLY TITLE 2, WHICH PROVIDES FUNDING FOR COMMUNITY ACTION AGENCIES. BOTH ANALYSES REVEALED SIGNIFICANT DATA GAPS. THE AUTHOR FEELS THAT SERVICE STRATEGY TRAINING WAS ONLY PARTIALLY SUCCESSFUL, SINCE MUCH OF THE MONEY WAS NOT PUT FULLY TO USE AND OFTEN WENT TO THE UNEMPLOYED/UNDEREMPLOYED RATHER THAN THE SERIOUSLY DISADVANTAGED. LIKEWISE, POLITICAL STRATEGY WAS VIEWED AS HAVING LIMITED SUCCESS. IMPLICATIONS OF THE STUDY WERE A NEED FOR BETTER PERFORMANCE MEASURES, SYSTEMATIC EXPERIMENTAL DESIGNS, AND NEW EVALUATION METHODS TO ANALYZE THE IMPACT OF GOVERNMENT PROGRAMS. (EA)
ERIC: ED099636 PRAEGER PUBLISHERS, 111 FOURTH AVENUE, NEW YORK, NEW YORK 10003 ($11.00)

2213 IMPACT OF FEDERAL PROGRAMS TO IMPROVE THE LIVING CONDITIONS OF MIGRANT AND OTHER SEASONAL FARMWORKERS. REPORT TO THE CONGRESS BY THE COMPTROLLER GENERAL OF THE UNITED STATES. 6 FEB 73
COMPTROLLER GENERAL OF THE U.S., WASHINGTON, D.C.
NOTES: 125P.
AGRICULTURAL LABORERS, DAY CARE PROGRAMS, EDUCATION, FEDERAL AID, FEDERAL PROGRAMS, HEALTH, HOUSING, LIVING STANDARDS, MANPOWER NEEDS, MIGRANT WORKERS, REPORTS, SEASONAL LABORERS
FEDERAL PROGRAMS, DESIGNED TO IMPROVE THE LIVING CONDITIONS OF MIGRANT AND OTHER SEASONAL FARMWORKERS IN 6 AGRICULTURAL AREAS IN CALIFORNIA, FLORIDA, MICHIGAN, NEW YORK, TEXAS, AND WASHINGTON, WERE ASSESSED BY THE GENERAL ACCOUNTING OFFICE. IN FISCAL YEARS 1966-70, THE GOVERNMENT PROVIDED ABOUT $400 MILLION IN GRANTS AND LOANS TO ASSIST THESE PEOPLE. IN FISCAL YEAR 1971, $123.3 MILLION WAS PROVIDED, PRIMARILY FOR MANPOWER SERVICE, ELEMENTARY AND SECONDARY EDUCATION, HOUSING ASSISTANCE, HEALTH SERVICES, AND CHILD DAY CARE. IN 1971, FIELDWORK WAS CONDUCTED IN THE WASHINGTON, D. C. HEADQUARTERS OF THE FEDERAL AGENCIES RESPONSIBLE FOR AIDING MIGRANT AND OTHER SEASONAL FARMWORKERS AND IN THE 6 AGRICULTURAL AREAS, WHICH INCLUDED THE MIGRANTS HOME-BASE AREAS AND SEGMENTS OF THE INTERSTATE AND INTRASTATE MIGRANT STREAMS. IT WAS CONCLUDED THAT (1) ADMINISTRATORS NEED TO IMPROVE THE OPERATIONS OF THE PROGRAMS TO EFFECTIVELY AID MIGRANT AND SEASONAL FARMWORKERS, (2) MUCH MORE NEEDS TO BE ACCOMPLISHED IF THIS OCCUPATIONAL GROUP IS TO BECOME SOCIALLY AND ECONOMICALLY SELF-SUFFICIENT, AND (3) DIRECTED GOALS ARE NEEDED TO GUIDE THESE PROGRAMS. RECOMMENDATIONS INCLUDED THAT LONG TERM PLANS TO COUNTERACT THE EFFECTS OF TECHNOLOGICAL ADVANCES IN AGRICULTURE THAT DISPLACE THIS OCCUPATIONAL GROUP SHOULD BE DEVELOPED AND THAT TRAINING FOR NONAGRICULTURAL EMPLOYMENT THROUGH MANPOWER PROGRAMS SHOULD BE PROVIDED. (FF)
ERIC: ED071824 U. S. GENERAL ACCOUNTING OFFICE, ROOM 6417, 441 G STREET, N.W., WASHINGTON, D. C. 20948 ($1.00)

2214 THE IMPACT OF FEP LEGISLATION MAY-JUN 75
ADAMS, ARVIL
INTEGRATED EDUCATION:13:3:49-52
CIVIL RIGHTS, LAW ENFORCEMENT, EMPLOYMENT OPPORTUNITIES, FEDERAL GOVERNMENT, ADMINISTRATIVE POLICY, NEGRO EMPLOYMENT, MINORITY GROUPS, MIGRATION PATTERNS, URBAN POPULATION, ECONOMIC DISADVANTAGEMENT
THIS TESTIMONY, BEFORE A PUBLIC HEARING OF THE NEW YORK CITY COMMISSION ON HUMAN RIGHTS IN MAY 1974, HAD THREE EXPRESS FOCUSES (1) ON URBAN POVERTY AMONG BLACKS IN THE NON-SOUTH; (2) ON THE ENFORCEMENT OF FAIR EMPLOYMENT PRACTICE (FEP) LEGISLATION AND ITS EFFECT ON THE ECONOMIC POSITION OF BLACKS AND OTHER MINORITY GROUPS; AND, (3) ON GUIDELINES FOR IMPROVING THE ENFORCEMENT OF FEP LEGISLATION. (AUTHOR/JM)
ERIC: EJ121867

2215 THE IMPACT OF FISCAL REDISTRIBUTIVE POLICIES ON THE SUPPLY OF LABOR FIVE ESSAYS IN ECONOMIC THEORY AND PROGRAM DESIGN. MAY 72
KESSELMAN, JONATHAN RHYS
MASSACHUSETTS INST. OF TECH., CAMBRIDGE. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 276P.; PH.D. DISSERTATION, MASSACHUSETTS INSTITUTE OF TECHNOLOGY; PARTS ALSO PUBLISHED IN JOURNAL OF HUMAN RESOURCES, V4 SUM 69; WESTERN ECONOMIC JOURNAL, V9 MAR 71
COSTS, ECONOMIC RESEARCH, ECONOMICS, FINANCIAL POLICY, GUARANTEED INCOME, LABOR MARKET, LABOR SUPPLY, MODELS, MOTIVATION, OVERTIME, SOCIAL WELFARE, WAGES, WELFARE RECIPIENTS, WAGE SUBSIDIES
STATIC AND DYNAMIC INCENTIVE EFFECTS OF THE FOLLOWING FISCAL TRANSFER FORMS ARE EXAMINED INCOME SUBSIDY (NEGATIVE INCOME TAX), WAGE SUBSIDY, CATEGORICAL INCOME SUBSIDY (WORK REQUIREMENT), AND OVERTIME WAGE SUBSIDY. BUDGETARY COSTS, AGGREGATE LABOR-MARKET IMPACTS, AND WELFARE EFFECTS ARE ANALYZED. A PROGRAM FOR CATEGORICALLY COMBINING WAGE AND INCOME SUBSIDIES IN A COMPREHENSIVE INCOME-MAINTENANCE APPROACH IS EXPLORED. EXTENDED MODELS OF LABOR SUPPLY ARE STUDIED FOR THEIR IMPLICATIONS ABOUT THE INCENTIVE EFFECTS OF TRANSFERS AND THE LIMITS OF SMALL-SCALE EXPERIMENTAL TRANSFER PROGRAMS. JOB SEARCH INCENTIVES UNDER VARIOUS FISCAL TRANSFER FORMS ARE MODELLED AND COMPARED WITH EMPIRICAL FINDINGS. CONCEPTS OF ECONOMIC EQUALITY AND RELATED SOCIAL WELFARE FUNCTIONS ARE EXAMINED. EGALITARIAN FISCAL DEVICES SUCH AS LINEAR LUMP-SUM TRANSFERS AND WAGE TAX-SUBSIDIES ARE NUMERICALLY SIMULATED AND THEORETICALLY ANALYZED. (NTIS)
ERIC: ED091923 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-209 568, MF $1.45, HC PRICE NOT QUOTED)

2216 THE IMPACT OF FIVE RURAL CONCENTRATED EMPLOYMENT PROGRAMS. 31 MAR 71
URBAN SYSTEMS RESEARCH AND ENGINEERING, INC., CAMBRIDGE, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 234P.
DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, MODELS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, RURAL DEVELOPMENT, RURAL ECONOMICS, RURAL ENVIRONMENT, VOCATIONAL EDUCATION, CEP, CONCENTRATED EMPLOYMENT PROGRAM
THIS REPORT DELINEATES AND ANALYZES THE IMPACT OF THE RURAL CONCENTRATED EMPLOYMENT PROGRAMS (CEP) OPERATING IN ARKANSAS, MAINE, MINNESOTA, NEW MEXICO, AND TENNESSEE. FIRST FUNDED IN FISCAL YEAR 1967, THE CEPS WERE DESIGNED AS AN EFFICIENT AND EFFECTIVE SYSTEM FOR PROVIDING COORDINATED MANPOWER SERVICES TO THE DISADVANTAGED. AT THE END OF 1967, THERE WERE 19 CEPS, TWO OF WHICH WERE LOCATED IN RURAL AREAS. PRESENTLY, THERE ARE 80 CEPS, 13 OF WHICH ARE RURAL. THESE RURAL CEPS HAVE CUMULATIVELY ENROLLED OVER 40,000 PARTICIPANTS AND HAD, IN 1 YEAR, OVER $70 MILLION OBLIGATED FOR PROVISION OF THEIR

(CONT.)
2216 SERVICES. SPECIFICALLY, THIS REPORT (1) CONTAINS A DETAILED ANALYSIS OF THE CULTURAL, SOCIAL AND ECONOMIC CHARACTERISTICS OF THE RURAL CEPS, (2) ANALYZES THE STRATEGY AND STRUCTURE OF THE CEPS WITHIN THIS ENVIRONMENT, (3) DELINEATES AND ANALYZES THE IMPACT OF THE CEP ON ITS PARTICIPANTS, THE RURAL EMPLOYERS, OTHER AGENCIES AND SOCIAL-POLITICAL FORCES IN THE RURAL ENVIRONMENT, (4) ANALYZES THE OBSERVED IMPACT, AND (5) CONTAINS THE RECOMMENDED MODIFICATIONS OF THE RURAL CEP MODEL. (AUTHOR/JS)
ERIC: ED053306 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 199 657, MF $0.95; SEE CATALOG FOR HARD COPY PRICE)

2217 THE IMPACT OF FIVE YEARS OF ADULT ACADEMIC EDUCATION IN A SELECTED SCHOOL SYSTEM IN LOUISIANA. 66
BERTRAND, JOHN AVERY
TEXAS UNIV., AUSTIN.
NOTES: 183P.; PH. D. THESIS.
ACADEMIC EDUCATION, AGE DIFFERENCES, ANALYSIS OF VARIANCE, DOCTORAL THESES, EDUCATIONAL BACKGROUND, FEMALES, GRADUATES, INCOME, INFORMAL LEADERSHIP, INTERESTS, JOB SATISFACTION, LONGITUDINAL STUDIES, MALES, PARTICIPATION, PUBLIC SCHOOL ADULT EDUCATION, SECONDARY EDUCATION, SOCIOECONOMIC STATUS, TIME, LOUISIANA
A STUDY OF 486 GRADUATES OF THE ADULT ACADEMIC EDUCATION PROGRAM IN A LOUISIANA PARISH SCHOOL SYSTEM INVESTIGATED WHETHER SUCH A PROGRAM HAS A POSITIVE EFFECT ON ITS GRADUATES, AND WHETHER PROGRAM IMPACTS WILL VARY BY SEX, AGE, AND NUMBER OF YEARS SINCE COMPLETING THE PROGRAM. A SPECIAL SOCIOECONOMIC QUESTIONNAIRE WAS ADMINISTERED IN INTERVIEWS WITH 30 RESPONDENTS. FINDINGS INCLUDED THE FOLLOWING (1) GRADUATES HAD GREATER INFLUENCE ON THE EDUCATION OF OFFSPRING AND FRIENDS THAN ON SPOUSES; (2) GRADUATES ADDED SUCH ITEMS AS NEWSPAPERS, MAGAZINES, STEREOS, TELEPHONES, AND AIR CONDITIONING TO THE HOME, VOTED MORE OFTEN, SHOWED INCREASED INTEREST IN SCHOOLS AND IN NATIONAL AND STATE AFFAIRS, AND JOINED CIVIC, SOCIAL, OR CHURCH ORGANIZATIONS; (3) THEY ALSO MOVED INTO MORE SKILLED JOBS, HAD AN AVERAGE ANNUAL SALARY INCREASE OF ABOUT $1,000, AND WERE HAPPIER IN THEIR JOBS; (4) WOMEN GRADUATES ENROLLED IN COLLEGE MORE FREQUENTLY, VOTED MORE OFTEN, HELD MORE OFFICES IN ORGANIZATIONS, AND ADDED MORE MAGAZINES TO THE HOME, THAN MEN; (5) MEN HELD BETTER JOBS, WERE EMPLOYED MORE OFTEN, AND HAD MORE INCOME THAN WOMEN; (6) YOUNGER GRADUATES INDICATED GREATER SALARY INCREASES THAN OLDER GRADUATES. (AUTHOR/LY)
ERIC: ED027509 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48106 (ORDER NO. 66-14,353, MF $3.00, XEROGRAPHY $8.40)

2218 THE IMPACT OF FLEXIBLE WORKING HOURS ON STAFF PRODUCTIVITY 1975
HENGSTLER, H.
ASSOCIATION MANAGEMENT, VOL.27, NO.9, SEPT 1975, P. 60-63.
JOB PERFORMANCE, MANAGEMENT, PRODUCTIVITY, SCHEDULING, STAFF ORGANIZATION, WORKING CONDITIONS
FLEXIBLE WORKING HOURS PROMOTE A MATURE RELATIONSHIP BETWEEN MANAGEMENT AND EMPLOYEES AS WORKERS ARE ALLOWED MORE CONTROL OVER THEIR OWN TIME. POTENTIAL INCREASES IN PRODUCTIVITY AND GENERAL SATISFACTION ARE DISCUSSED.
MGMT: ASM75I0060

2219 THE IMPACT OF GOVERNMENT MANPOWER PROGRAMS, IN GENERAL, AND ON MINORITIES AND WOMEN MAY 75
PERRY, CHARLES R.;ANDERSON, BERNARD E.;ROWAN, RICHARD L.;NORTHRUP, HER
WHARTON SCHOOL OF FINANCE AND COMMERCE, PHILADELPHIA, PA. INDUSTRIAL RESEARCH UNIT. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-21-42-73-20
NOTES: FINAL REPT. 547P
PERSONNEL DEVELOPMENT, FEMALES, MINORITY GROUPS, NTISLABPEU
THE STUDY WAS DESIGNED, SPECIFICALLY, TO FOCUS ON THE IMPACT OF MANPOWER PROGRAMS ON MINORITIES AND WOMEN. THE BASIC SOURCE OF DATA FOR THE INVESTIGATION INCLUDED 252 EVALUATIVE RESEARCH STUDIES PREPARED BETWEEN 1964 AND 1972. ALTHOUGH THE STUDIES COVERED A WIDE RANGE OF MANPOWER PROGRAMS IN DIFFERENT LOCALITIES AT VARIOUS TIME PERIODS, ONLY 62 HAD ANY DATA PERTAINING TO THE POST-TRAINING ECONOMIC EXPERIENCE OF PARTICIPANTS, AND ONLY 44 HAD DATA PERTAINING TO MINORITIES AND WOMEN. ONLY 20, OF THE STUDIES REVIEWED, USED A CONTROL OR COMPARISON GROUP TO ISOLATE THE EFFECT OF MANPOWER PROGRAM SERVICES FROM ALL OTHER INFLUENCES WHICH DETERMINE THE CHARACTERISTICS OF LABOR MARKET EXPERIENCE. IN ADDITION TO THE EVALUATIVE RESEARCH STUDIES, PROGRAM OPERATING STATISTICS FOR 1,454,314 PERSONS ENROLLED IN SIX MANPOWER PROGRAMS BETWEEN FISCAL YEARS 1969 THROUGH 1972 WERE ANALYZED FOR EVIDENCE PERTAINING TO ENROLLEE CHARACTERISTICS AND POST-TRAINING ECONOMIC OUTCOMES. THE DATA PROVIDE LIMITED EVIDENCE ON POST TRAINING WAGE RATES, BUT CANNOT BE USED TO ESTIMATE THE IMPACT OF THE PROGRAMS BECAUSE NO CONTROL GROUPS WERE INCLUDED IN THE ANALYSIS.
NTIS: PB-259 001/7ST NTIS PRICES PC$13.00/MF$3.00

2220 THE IMPACT OF GOVERNMENTAL PROGRAMS ON THE EMPLOYABILITY OF YOUTH IN THE SEATTLE LABOR MARKET 1968
BALDWIN, STEPHEN EDWARD
WASHINGTON UNIV., SEATTLE.
NOTES: DOCTORAL THESIS 142P
ADOLESCENTS, EMPLOYMENT, FEDERAL BUDGET, IMPACT, SEATTLE(WASHINGTON), YOUTH EMPLOYMENT SURVEYS, GOVERNMENTAL PROGRAMS, POVERTY
THIS STUDY IS CONCERNED WITH THE WAY IN WHICH YOUNG UNEMPLOYED WORKERS ARE ASSIMILATED

(CONT.)

2220 INTO THE LABOR MARKET. THE TYPE OF WORK SOUGHT, THE MINIMUM ACCEPTABLE COMPENSATION PACKAGE, AND THE METHODS OF SEARCH CAN ALL BE ALTERED BY THE INDIVIDUAL AS HIS SEARCH CONTINUES. EMPLOYERS, IN THEIR SEARCH FOR WORKERS, HAVE CORRESPONDING ADJUSTMENTS TO MAKE AS A VACANCY REMAINS UNFILLED THEY WILL INTERVIEW MORE PEOPLE, REDUCE THEIR SELECTION STANDARDS AND WIDEN AND INTENSIFY THEIR SEARCH. GOVERNMENTAL PROGRAMS AFFECT THE EMPLOYMENT PROCESS THROUGH PROVISION OF TRAINING, WORK OPPORTUNITIES, AND PLACEMENT AND COUNSELING SERVICES. HYPOTHESES ARE CAST IN TERMS OF THE RELATIVE LABOR MARKET SUCCESS OF INDIVIDUALS DIFFERING IN CHARACTERISTICS SUCH AS EDUCATIONAL ATTAINMENT, PERSONAL EXPERIENCE, FAMILY BACKGROUND, RACE, OR UTILIZATION OF SPECIFIC GOVERNMENTAL PROGRAMS. (AUTHOR)

NTIS: PB-179 748 CFSTI PRICES PC$6.00 MF$0.95

2221 THE IMPACT OF INSTITUTIONAL MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS ON VOCATIONAL AND TECHNICAL EDUCATION IN THE STATE OF MISSISSIPPI. NO. 26. 30 AUG 74

WELKER, L. CONRAD, JR.;GINN, CLYDE N.

UNIVERSITY OF SOUTHERN MISSISSIPPI, HATTIESBURG. BUREAU OF EDUCATIONAL RESEARCH. MISSISSIPPI STATE DEPT. OF EDUCATION, JACKSON. DIV. OF VOCATIONAL AND TECHNICAL EDUCATION.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.

NOTES: 57P.

DISADVANTAGED GROUPS, MANPOWER DEVELOPMENT, PROGRAM EVALUATION, QUESTIONNAIRES, REHABILITATION PROGRAMS, REMEDIAL PROGRAMS, STATE PROGRAMS, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, VOCATIONAL TRAINING CENTERS, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS, MISSISSIPPI

THE CONCERN OF EDUCATIONAL AND POLITICAL LEADERS AS TO THE EXTENT AND NATURE OF IMPACT MADE BY INSTITUTIONAL MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) PROGRAMS PROVIDED THE BASIS FOR THE STUDY. THE RESEARCH REPORT DESCRIBES THE DEGREE OF INFLUENCE THAT THE MDTA PROGRAMS HAD ON VOCATIONAL AND TECHNICAL EDUCATION IN THE STATE OF MISSISSIPPI 1970-73. THIRTY-FIVE PERSONS INVOLVED IN VOCATIONAL EDUCATION WERE INTERVIEWED TO OBTAIN DATA WHICH WOULD CONTRIBUTE QUESTIONS AND ANSWERS TO THE FOCAL POINT OF THE STUDY. THE DATA WERE ANALYZED WITHIN 10 CATEGORICAL SEGMENTS OUTGROWING VOCATIONAL EDUCATION PROGRAMS; THE EFFECT OF MANPOWER CURRICULA AND INDUSTRIAL TRAINING METHODS; OBTAINING NECESSARY EQUIPMENT AND FACILITIES; SERVICES TO DISADVANTAGED PERSONS AND THE OPEN ENTRY--OPEN EXIT POLICY; INFORMATION ON ADMINISTRATORS, TEACHERS, AND STUDENTS WHO WENT ON TO OTHER VOCATIONAL EDUCATION PROGRAMS OR POSITIONS; INFORMATION ON THE START-UP POLICY; THE EFFECTS OF THE MDTA STIPEND AND THE GED; YEARS OF MOST AND LEAST INFLUENCE ON OTHER PROGRAMS; INFLUENCE RATINGS AND STATE OF MANPOWER TRAINING; AND SUCCESSFUL TECHNIQUES USED IN INDUSTRY. OVERALL, INSTITUTIONAL MDTA PROGRAMS WERE THOUGHT TO HAVE A MODERATELY POSITIVE DEGREE OF INFLUENCE UPON OTHER VOCATIONAL EDUCATION PROGRAMS. THE SURVEY INSTRUMENT AND RESPONSE DATA ARE APPENDED. (VA)

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2222 IMPACT OF JOB DEVELOPMENT ON POVERTY IN FOUR DEVELOPING AREAS, 1970. AGRICULTURAL ECONOMIC REPORT NO. 225. JUN 72

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NOTES: 19P.

AMERICAN INDIANS, CENSUS FIGURES, COMPARATIVE ANALYSIS, DISTANCE, ECONOMICALLY DISADVANTAGED, EMPLOYMENT, INDUSTRY, JOB DEVELOPMENT, MIGRANTS, RURAL DEVELOPMENT, SOCIOECONOMIC INFLUENCES, SOCIOECONOMIC STATUS, TABLES (DATA), TRAVEL, APPALACHIA, ARIZONA, MISSISSIPPI DELTA, OZARKS, PERMANENT RESIDENTS

THE DIRECT IMPACT OF JOB DEVELOPMENT IN NEW AND EXPANDED PLANTS ON INDIVIDUAL SALARY AND POVERTY REDUCTION WAS STUDIED IN RURAL AREAS OF ARIZONA, APPALACHIAN MISSISSIPPI, THE OZARKS, AND THE MISSISSIPPI DELTA. SPECIFIC OBJECTIVES WERE TO INDICATE COMPETITIVENESS BETWEEN MIGRANTS AND RESIDENTS FOR NEW JOBS; ESTIMATE THE PROPORTION OF JOBS WHICH DIRECTLY REDUCED POVERTY; ESTIMATE CHANGES IN EMPLOYEES SALARIES AND LIFETIME EARNINGS; AND ESTIMATE THE LOCAL SPHERE OF INFLUENCE OF JOB DEVELOPMENT IN THE LABOR MARKET. IN THE AREAS STUDIED, 25 PERCENT OF THE EMPLOYEES IN EACH OF 26 PLANTS WERE INTERVIEWED. VIA CROSS TABULATIONS AND MEAN CALCULATIONS, DATA ON THE STUDY AREAS WERE ANALYZED RELATIVE TO (1) WAGE AND SALARY EMPLOYMENT IN PRIVATE NONFARM INDUSTRIES FOR 1962, 1965, AND 1968 WITH PERCENT OF CHANGE; (2) EMPLOYEE RESIDENTIAL CLASSIFICATIONS DURING 1965-70; (3) HOUSEHOLD INCOME AND SALARY RATE BY POVERTY STATUS FOR 1970; (4) SELECTED SOCIOECONOMIC EMPLOYEE CHARACTERISTICS FOR 1970; (5) GROSS INDIVIDUAL BENEFITS FROM JOB DEVELOPMENT; AND (6) EMPLOYEE COMMUTING DISTANCES IN 1970. FINDINGS INDICATED ABOUT 25 PERCENT OF ALL PLANT JOBS IN 1970 WERE HELD BY EMPLOYEES WHOSE HOUSEHOLDS HAD BEEN POOR; ABOUT 16 PERCENT OF THE TOTAL JOBS WERE HELD BY PERSONS WHOSE HOUSEHOLDS HAD ESCAPED POVERTY BY 1970; AND DISCOUNTED VALUE OF THE INCREASE IN EMPLOYEES SALARIES WAS $12,850, BUT JOB IMPACT VARIED CONSIDERABLY BY AREA. (JC)

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PERSONNEL DEVELOPMENT, SUPERVISORS, WORK EXPERIENCE, EMPLOYMENT HISTORY, NTISLABPEU